

GENDER EQUALITY AND WORK-LIFE BALANCE

Focus: "Glass Ceiling, Sticky Floor"



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All terms used in the masculine gender include the masculine and feminine genders of the persons concerned

1. INTRODUCTION

1. Introduction

“Women are not going to be equal outside the home until men are equal in it”

Gloria Steinman

The „Gender Equality and Work-Life Balance“ research was conducted as part of the project *Towards gender equality through increased potential for work-life balance*, which the Commissioner for Protection of Equality together with the Commissioner for Gender Equality and Equal Treatment of Estonia and the City of Heidelberg implements under the European Union Program «Rights, Equality and Citizenship» (REC). The aim of this project is to contribute to the increase of work-life balance for women and men, in order to improve the level of equality through changes in everyday, practical skills and social norms in terms of attitudes and stereotypes, especially in the context of sharing care jobs.

The work-life balance is one of the frequent and important issues of the modern age and a challenge for both Serbia and EU member states. In recent years, this topic has been heavily represented in numerous analyses, both at the political and general social level, especially in the conditions of the Covid-19 pandemic which revealed the depth of structural gender differences and affected women disproportionately more.

The practice of the Commissioner for Protection of Equality shows that women in the Republic of Serbia are still in a less favorable position compared to men in all areas of social life, and discrimination against women in the labor market, in the economic sphere, education and participation in decision-making is particularly pronounced.¹ However, according to numerous studies, the causes of slower advancement of women in professional life and the reasons for significantly lower number of women in management positions compared to men must, in addition to the occurrence of discriminatory behavior, be sought in various sociological and cultural phenomena, including unpaid work, nursing jobs, gender imbalance in the field of education, segregation at work, the degree of job flexibility, as well as in the still pronounced patriarchal social patterns when it comes to the view of the roles of women and men.

The report on Serbia's progress in the European integration process for 2020 states that in the domain of equal opportunities for women and men in employment and social policy, the employment rate for men (aged 15-64) is higher by 12.8 percentage points, while their activity rate is higher by 13.6 percentage points. Women's inactivity is caused by factors such as: doing unpaid household chores, including caring for the children, the sick and/or the elderly; inadequate support in harmonizing work and family obligations; discriminatory behavior of employers towards young women; existing wage differences; lower legal retirement age; and the existence of a legal minimum base for social security contributions, which discourages part-time employment. It is further stated that paternity leaves, although regulated and permitted by law, are not used to a sufficient extent due to gender role stereotypes. Furthermore, it is noted that the lack of childcare institutions in rural areas increases the volume of household chores that women do for which they are not paid.²

The International Labor Organization report states that businesses that develop inclusive business culture and inclusive policies are more likely to increase profitability and productivity in 63% of cases, to achieve greater creativity, innovation and openness in 59% of cases, to have an improved ability to attract and retain talents in 60% of cases and to have better ability to measure consumer interest and demand in 38% of cases³. In addition, 2021 data show striking differences in productivity, well-

¹ *Regular annual report for 2020*, the Commissioner for Protection of Equality, 2021, available at <http://ravnopravnost.gov.rs/wp-content/uploads/2021/04/Poverenik-za-zastitu-ravnopravnosti-Godisnji-izvestaj-za-2020.pdf>

² *Serbia 2020 Report*, available at: <https://www.mei.gov.rs/srp/dokumenta/eu-dokumenta/godisnji-izvestaji-ek>

³ *Beyond the glass ceiling: why businesses need women at the top*, International Labor Organization, 2019, available at: <https://www.ilo.org/infostories/en-GB/Stories/Employment/beyond-the-glass-ceiling#introduction>

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being and job satisfaction between women working for *gender equality leaders* (employers with gender-inclusive business models) and those working for *lagging organizations* (employers with a lower degree of inclusion): 70% of women working for *gender equality leaders* rate their productivity as “good” or “extremely good”, compared to only 29% of women working in companies that are not gender equality leaders; 53% of women working for *gender equality leaders* rate their mental health as “good” or “extremely good”, compared to only 15% of women working in lagging organizations. The women working for *gender equality leaders* also feel a higher level of loyalty to their employers, which implies a more stable and more productive workforce: 70% of women employed by gender equality leaders plan to stay for two years or more, compared to only 8% of women who work for organizations that do not have such a degree of inclusion⁴.

In addition to these data, over 64% of large, almost 61% of medium and over 52% of small enterprises report that they have less than 30% share of women in positions at the highest executive level⁵. When it comes to vertical segregation, 21.7% of businesses globally reported that they have a woman as a CEO, with the percentage being lower if the company is bigger (in Europe, this percentage is 23.7%)⁶. When it comes to the region, according to the Regional Cooperation Council, only about 14% of women hold managerial positions in companies.⁷

The *2020 Labor Force Survey*⁸ states that, when looking at the structure of employed workers by occupation and gender, 1.5% of women and 2.3% of men hold the positions of managers, officials and legislators in the Republic of Serbia. When it comes to the activity status of the working age population (15-64), the employment rate of women is 54.8%, the unemployment rate is 9.9%, and the inactivity rate is 39.2% compared to the male population where the employment rate is 67.7%, the unemployment rate is 9.2%, and the inactivity rate is 25.4%. Gender differences in terms of activity and employment rates of the working age population show a trend that after the age of 20, men in all age groups have a higher percentage of activity and employment, whereas the unemployment and inactivity rates are continuously higher among women. It is indicative that in the age group of 30-40, the number of inactive women is twice as high as the number of inactive men. In addition, women make up 96.3% of the population who are not looking for work because they have to look after the children or adults with disabilities.

The horizontal segregation or the “glass walls” result in gender segregation in management functions. As managers, women are disproportionately more represented in auxiliary management positions, such as human resources, finance and administration. On the other hand, men are disproportionately more represented in management, research and development, as well as in profit and loss management positions that are considered strategic for companies and can often be a springboard for CEO or board-level positions⁹.

According to the findings of the World Economic Forum, the labor markets continue to show persistent tendencies towards occupational segregation along the gender lines. Gender differences are more likely in segments that require advanced technical skills - especially cloud computing where women make up only 14% of the workforce; engineering where women make up 20% of the workforce; and

4 *Women @ Work - A global outlook*, Deloitte, 2021, available at: <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/women-at-work-global-outlook.html>

5 *Women in Business and Management: The business case for change*, International Labor Organization, 2019, available at: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_700953.pdf

6 *Women in Business and Management - The business case for change*, International Labor Organization, 2019, available at https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_700953.pdf

7 *Women's Economic Empowerment: Areas for joint actions in the Western Balkans*, 2021, available at: <https://www.rcc.int/docs/555/womens-economic-empowerment-areas-for-joint-actions-in-the-western-balkans-factsheet>

8 *The 2020 Labor Force Survey*, Statistical Office of the Republic of Serbia, 2021, available at the web site: <https://publikacije.stat.gov.rs/G2021/Pdf/G20215671.pdf>

9 *Women in Business and Management -The business case for change*, International Labour Organization, 2019

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the artificial intelligence segment, where women make up 32% of the workforce. The four industries continue to make progress towards the narrowing of the gender gap in senior management positions by continuing to expand the share of women engaged in these jobs, despite the problems caused by the pandemic: software and IT services, financial services, healthcare and manufacturing. Other industries have seen a significant decline in the number of women engaged in senior management positions: namely recreation and travel, retail, education and professional services.¹⁰

Furthermore, horizontal and vertical gender segregation in employment, combined with the unequal distribution of unpaid work (including household work and childcare), result in differences in working conditions, such as gender-based pay differences and the excessive share of women in part-time jobs¹¹, which significantly affects their potential for professional development and advancement.

The gender imbalance in the field of education has a significant impact on professional opportunities of women. According to the Gender Equality Index of the European Institute for Gender Equality, segregation is still pronounced because among female students, there is a higher share of those who are being educated in the field of education, healthcare, social protection, humanities and arts than among men¹². The *Higher Education 2019/2020*¹³ survey shows that, at the universities in Serbia, women make up less than 30% of enrolled students in the field of ICT, less than 40% in the field of engineering, production and construction, while in the field of healthcare and social protection women make up more than 70% of enrolled students. In addition, family responsibilities prevent women from participating in lifelong learning and training, and this is the most pronounced among women with young children. In the European Union, on average 40% of women and 24% of men cannot participate in lifelong learning due to family obligations¹⁴.

In the survey *Time Usage in the Republic of Serbia in 2010 and 2015*¹⁵, it is concluded that the stereotypes that apply in this region were confirmed for the second time. Namely, the data show that during 2015, women, on average, spent a total of seven hours and 14 minutes working, where the term work implies the sum of paid and unpaid work, whereas men spent six hours and 15 minutes, i.e. women on average work one hour longer than men per day. In addition, women spend twice as much time on household, unpaid jobs as men, and spend half as much time on paid jobs. If we compare the data from 2010 and 2015, we see that there have been some changes in these five years. According to the data from 2015, women now spend on average less time in activities related to the so-called household chores, about 15 minutes less than in 2010. The men recorded an increase of 11 minutes when it comes to the time spent in doing household chores in 2015.

The *2018 Gender Equality Index in the Republic of Serbia*¹⁶ states that as many as 67.9% of women, compared to 11.5% of men, cook and/or do household chores every day. The data unequivocally show that the care of others, whether the members of the household or the community, is disproportionately distributed so that women predominantly perform these activities, which is at the expense of those activities aimed at their personal development and well-being, such as sports, cultural activities, etc.

10 *Global Gender Gap Report 2021*, World Economic Forum, 2021, available at: http://www3.weforum.org/docs/WEF_GGGR_2021.pdf

11 *Labour statistics on women – ILOSTAT*, International Labour Organization, available at: https://ilostat.ilo.org/topics/women/#elementor-toc__heading-anchor-6

12 *Gender Equality Index in the Republic of Serbia*, Team for social inclusion and reduction of poverty of the Government of the Republic of Serbia, available at: http://socijalnoukljucivanje.gov.rs/wpcontent/uploads/2018/12/Indeks_rodne_ravnopravnosti_u_Republici_Srbiji_2018.pdf

13 *Higher Education 2019/2020*, Statistical Office of the Republic of Serbia, available at the web page: https://ilostat.ilo.org/topics/women/#elementor-toc__heading-anchor-6

14 *Gender Equality Index 2019 – Work-life balance*, European Institute for Gender Equality (EIGE), 2019, available at: <https://eige.europa.eu/publications/gender-equality-index-2019-work-life-balance>

15 *Time Usage in the Republic of Serbia in 2010 and 2015*, Statistical Office of the Republic of Serbia, available at the web page: <http://publikacije.stat.gov.rs/G2016/Pdf/G20166006.pdf>

16 *Balancing business obligations and care for household and family*, SeConS UN WOMEN, 2020, available at <https://www.secons.net/publications.php?p=116>

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The similar conclusions were reached by the research «*Balancing business obligations and care for household and family*»¹⁷ from 2020, which found very unfavorable conditions for the possible redistribution of responsibilities in family care between women and men, and that responsibilities related to unpaid housework and taking care of the family, especially small children, are disproportionately more borne by women. An additional problem is the fact that the availability of childcare services is inadequate, resulting in women making up 63% of all people leaving work or reducing working hours to care for children or other family members¹⁸.

The crisis caused by the Covid-19 pandemic revealed the depth of structural gender differences and had a significantly greater impact on those whose position on the labor market was more fragile. However, it also revealed and increased gender differences in household responsibilities. Women systematically reported an increase in the amount of time they spend in household activities and family care. Among employed women, the number of those who lost their jobs was higher than among employed men. In addition, a higher proportion of employed women reported increased working hours during the pandemic, which can be attributed to their greater representation in the health and social care sectors.¹⁹

However, some data at the global level indicate certain positive developments, i.e. that during the pandemic men were more involved in caring, and that as a result of the «lockdown» men were engaged in these activities more than ever in recent history²⁰.

17 *Balancing business obligations and care for household and family*, SeConS, UN WOMEN, 2020

18 *Balancing business obligations and care for household and family*, SeConS, UN WOMEN, 2020

19 *Consequences of COVID-19 on women's and men's economic empowerment*, SeConS, 2020, available at <https://serbia.unfpa.org/en/publications/consequences-covid-19-womens-and-mens-economic-empowerment>

20 *State of the World's Fathers 2021: Structural Solutions to Achieve Equality in Care Work*, Barker, G., Garg, A., Heilman, B., van der Gaag, N., & Mehaffey, R., 2021, available at <http://stateoftheworldsfathers.org/report/state-of-the-worlds-fathers-2021/>

2. SUMMARY

2. Summary

The results obtained by the survey show that, when it comes to the position held by respondents in the work organization, the position of CEOs/directors/members of management and supervisory bodies is occupied by twice as many men (2% women and 4% men), while the percentages which refer to managers with less than 10 (12% women and 11% men) or more than 10 subordinates (3% women and 3% men) are relatively equal. The largest number of respondents occupy the position of a direct executor - 82% of women and 80% of men.

When asked about their marital status, almost half of the respondents (45% of women and 46% of men) said that they are married, while a third (32% of women and 36% of men) said that they are not. The remaining 8% of women and 7% of men were in an extramarital union, while 5% were widows and 3% were widowers. Every eleventh female respondent (9%) and 8% of male respondents were divorced. Just over half - 56% of women and 54% of men said that they have children.

The first question the respondents who have children were asked was whether, as a parent, they exercised their right to be absent from work for parental leave. The majority of female respondents answered that they did - 82%, while only 14% of men exercised this right. If we compare the data on the right to use leave from work for child care by gender, it is noticeable that there are certain positive trends in terms of greater participation of men, but the dominant impression is that there are still stereotypes about the role of parents in the use of this right, and that women bear a disproportionately greater burden.

When it comes to the time the respondents spent caring for children on a weekly basis, the data show that women spend significantly more time in caring for children on a weekly basis than men (e.g. 33% of women spend 10-30 hours, 47% of men spend up to 10 hours). The largest percentage of respondents from the Belgrade region state that they spend more than 60 hours a week caring for children. When asked who helps them and their partner with their children, half of women (52%) and 57% of men said they get help from the grandparents, while 40% of women and 37% of men said that no one helps them. The respondents from the Belgrade region in the largest percentage stated that no one helps them take care of the children, while those from the region of Western Serbia said that they have the help of their parents in the largest percentage in this sample. When it comes to the availability of preschool institutions, the majority of respondents (78% of women and 82% of men) said that the services of preschool institutions are available to them, while 22% of women and 18% of men answered they are not.

The answers to the question whether they had any negative consequences on their careers due to childcare clearly illustrate that women in Serbia face more obstacles to professional advancement than men. Namely, about two fifths of the surveyed women (38%) and three fifths of the men (69%) said that there were no consequences. When we compare the data, a significant disproportion is noticed when it comes to termination of employment (13% of women versus 2% of men) and work under stress (37% of women versus 22% of men) as career consequences among the respondents.

When it comes to personal income, the survey results show that the percentage of men who are fully satisfied or partially satisfied with their income (53%) is higher than the percentage of women (46%). The fact that the difference in satisfaction noticeably increases in two key age groups, 30-39 where there are 11% more men who are fully or partially satisfied with their income and 40-49 where the difference is as high as 17%, is of particular significance. The answers to the question about personal income satisfaction in relation to the partner's income indicate a disproportion in the degree of satisfaction with one's own income in relation to the partner's income, where women (21%) are significantly more dissatisfied than men (9%).

2. SUMMARY

One of the segments of this research is to estimate the amount of time respondents spend doing routine household chores. The results lead to the conclusion that there is an extremely large disproportion when it comes to unpaid work in performing routine household chores, bearing in mind that as many as 76% of men spend an hour or less in performing these tasks compared to 64% of women who spend between 2 and 6 hours every day. On the other hand, the comparative presentation shows a high degree of balance when it comes to doing occasional household chores.

In the segment relating to the professional life of the respondents, the data show that questions about marital and family status are asked to both women and, to a lesser extent, men. The nature of the questions described in the statements of the respondents indicates that employers tend to ask forbidden questions during employment interviews, as well as that it is possible that they are making decisions based on the answers received, which indicates a high probability of discrimination in the employment process and a violation of positive legal regulations.

When it comes to flexible working conditions, it may be noticed that a slightly higher percentage of respondents in this sample has been provided with flexible work, especially the possibility of absence from work due to family situation (37% women and 25% men) and transition from full-time to part-time (8% women and 4% men). Such data show some positive trends in the business culture, however the uneven rate of use of flexible working arrangements can also encourage gender inequality in the labor market. By comparing the answers to the question to what extent they can establish a balance between professional and private obligations, it may be concluded that a higher percentage of men (34%) is capable of establishing a balance between private and business obligations compared to women (25%).

In the segment of research dealing with the consequences on the professional life of respondents, a comparative analysis shows that a significantly higher percentage of women had to give up business travel or professional training compared to men (30% women vs. 15% men) and that a slightly higher percentage of women got a lower salary due to the inability to perform professional duties compared to men (20% vs. 15%). A higher percentage of women refused a promotion at work (17% of women and 10% of men) and had more cases of conflicts with the employer or colleagues (26%) compared to the men (19%). In addition, women to a greater extent state that they feel the consequences of the imbalance of business and family life in the form of lack of time, more stress, insomnia, etc. (27% vs. 21%) and there is a tendency that women are less able to harmonize private and business obligations compared to men and that their professional life suffers because of their family. The Belgrade region is an exception in this segment, which is connected to the data on somewhat lower degree of harmonization of business and private life of men from this region compared to women.

There is a fairly unified view of both genders on the question of whether they think that women are more likely to face negative consequences for their professional life due to the inability to reconcile business and private life - over 85% of women and men agree with this statement.

The results of the last segment of this research show that one fifth of the surveyed women (20%) and 18% of men are completely satisfied with the amount of time they spend with their family. According to the 12% of women and 21% of men, their job has priority in relation to family and social life. When it comes to assessing the level of workload, there is a tendency of uniform workload (16% of women and 17% of men report excessive workload). About half of the surveyed women and men to some extent agree with the statement that the week does not have enough hours for everything they want to do; however, when we compare the results by gender, the data stand out that in the age category 40-49 twice as much women as men completely agree with the statement that a week does not have enough hours for everything they want to do. Outside the working hours, about a third of the surveyed citizens are engaged in work obligations, while a slightly higher percentage of women (25%) than men (20%) go home at the same time every day. A total of 10% of women and 12% of men

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fully agree that they think about work while they are at home, while 23% of surveyed women and 22% of men do not agree with this statement at all. In addition, 27% of women and 25% of men stated that they plan to stay in their current job in the near future, while 19% of respondents stated that they would not recommend their job to others at all (16% of women and 12% of men would fully recommend their job to others).

3. LEGAL FRAMEWORK

3. Legal framework

The international legal framework for protection against discrimination and equality of women and men is highly developed. Article 2 of the International Covenant on Economic, Social and Cultural Rights²¹ stipulates the principle of non-discrimination, while Article 3 emphasizes gender equality. Article 10 prohibits discrimination against mothers and children and guarantees special protection for mothers before and after childbirth. It also stipulates that special protection must be provided to the family, especially at a time when the family is «responsible for the care and upbringing of children it cares for.»

Article 2(e) of the Convention on the Elimination of All Forms of Discrimination against Women²² stipulates that member states condemn discrimination against women in all its forms and agree to pursue, by all appropriate means at their disposal and without delay, a policy of eliminating discrimination against women, and therefore undertake: (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise. Also, Article 5 stipulates, inter alia, that “discrimination against women” means any distinction, exclusion or restriction made on the basis of sex, which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women of human rights and fundamental freedoms in the political, economic, social, cultural, civic or any other field.

The Maternity Protection Convention of the International Labor Organization no. 183 of 2000 stipulates the obligation of each member to adopt measures to ensure that maternity is not a source of discrimination in employment.²³

The Convention Concerning Equal Opportunities and Equal Treatment for Men and Women Workers (Workers with Family Responsibilities) No. 156 of 1981 («Official Gazette of the SFRY», No. 7/87) applies to men and women workers who have an obligation to their dependent children and to situations when these obligations limit their ability to engage and advance economically. The Member states have undertaken to set as a national policy goal the possibility for these persons to exercise all their employment rights without discrimination.²⁴

At the regional level, the most relevant legal framework for the Republic of Serbia is the legal framework of the Council of Europe. The provision stipulated in Article 14 of the European Convention for the Protection of Human Rights and Fundamental Freedoms²⁵ stipulates that the enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground, such as sex, race, color, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

Bearing in mind that the Republic of Serbia is in the process of harmonizing its legislation with the regulations of the European Union, we also point to Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, which stipulates in Article 2(2): “For the purposes of this Directive, discrimination includes.... (c) any less favorable

21 Law on ratification of the International Covenant on Economic, Social and Cultural Rights (“Official Journal of the SFRY”, No. 7/71)

22 Law on ratification of the International Convention on the Elimination of all Forms of Discrimination of Women (“Official Journal of the SFRY” – International Treaties, No. 11/81), Article 5.

23 Law on Ratification of ILO Convention No. 183 on Maternity Protection (“Official Gazette of the RS - International Treaties” No. 1/10), Article 8(2)

24 Law on Ratification of ILO Convention No. 156 concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities) (“Official Journal of the SFRY”, No. 7/87)

25 Law on Ratification of the European Convention for the Protection of Human Rights and Fundamental Freedoms (“Official Gazette of the Serbia and Montenegro - International Treaties”, No. 9/03, 5/05, 7/05-correction) and (“Official Gazette of the RS - International Treaties”, No. 12/10)

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treatment of a woman related to pregnancy or maternity leave within the meaning of Directive 92/85/EEC”.

We also refer to Council Directive 2007/78/EC of 27 November 2007 establishing a general framework for equal treatment in employment and occupation, which in the Preamble stipulates as follows: “(3) In implementing the principle of equal treatment, the Community should, in accordance with Article 3(2) of the EC Treaty, aim to eliminate inequalities, and to promote equality between men and women, especially since women are often the victims of multiple discrimination.”

Furthermore, Directive 2019/1158²⁶ of the European Parliament and of the Council on work-life balance for parents and carers, which entered into force in August 2019, is also extremely important. The aim of the directive is to establish a balance between the business and private life of parents, as well as to regulate in more detail the paternity leave, which would contribute to a better division of responsibilities between parents and carers. The directive stipulates, inter alia, that fathers are entitled to paid leave of 10 days after the birth of a child, paid maternity leave of 4 months, of which 2 months are non-transferable between parents, and 2 months of maternity leave per parent. Also, parents of children up to 8 years of age may request more flexible working conditions, which includes teleworking, flexible or part-time work.

When it comes to the domestic legal framework, the Constitution of the Republic of Serbia prohibits any form of discrimination, direct or indirect, on any grounds, especially on the grounds of race, gender, national affiliation, social origin, birth, religion, political or other beliefs, property, culture, language, age, mental or physical disability.²⁷

The constitutional prohibition of discrimination is further elaborated by the Law on Prohibition of Discrimination, which stipulates that an act of discrimination means any unjustified discrimination or unequal treatment, i.e. omission (exclusion, restriction or giving priority), in relation to persons or groups and their family members, or persons close to them, in an overt or covert manner, based on race, color, ancestry, citizenship, nationality or ethnicity, language, religious or political beliefs, gender, gender identity, sexual orientation, property, birth, genetic characteristics, health status, disability, marital and family status, conviction, age, appearance, membership in political party, trade union and other organizations and other real or assumed personal characteristics.²⁸ The provisions of Article 4 of this Law stipulate that everyone is equal and enjoys equal position and equal legal protection, regardless of personal characteristics, and that everyone is obliged to respect the principle of equality, i.e. the prohibition of discrimination.²⁹

Furthermore, the provisions of Article 6 of the Law on Prohibition of Discrimination stipulate that direct discrimination exists if an individual or a group of persons, on the grounds of his/her or their personal characteristics, in the same or a similar situation, are placed or have been placed or might be placed in a less favorable position through any act, action or omission.³⁰ It is forbidden to exercise discrimination in the sphere of labor; that is to say, to violate the principle of equal opportunity for gaining employment or equal conditions for enjoying all the rights pertaining to the sphere of labor, such as the right to employment, free choice of employment, promotion, professional training and professional rehabilitation, equal pay for work of equal value, fair and satisfactory working conditions, paid vacation, joining a trade union and protection from unemployment (Article 16).³¹ The provisions of Article 20 of this Law stipulate that discrimination based on gender shall be considered to occur in

²⁶ Directive 2019/1158/

²⁷ Constitution of the Republic of Serbia (“Official Gazette of the RS”, number 98/2006), Article 21

²⁸ Law on the Prohibition of Discrimination (“Official Gazette of the RS” No. 22/2009 and 52/2021), Article 2

²⁹ Ibid. Article 4

³⁰ Ibid. Article 6

³¹ Ibid. Article 16

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the case of conduct contrary to the principle of the equality of the genders; that is to say, the principle of observing the equal rights and freedoms of women and men in the political, economic, cultural and other aspects of public, professional, private and family life.³²

The provisions of Article 29 of the Law on Gender Equality³³ stipulate that the Employer and the public authority are obliged to provide the employees, i.e. other employed persons, regardless of their gender, i.e. gender and family status, with equal opportunities in exercising employment and labor rights, i.e. rights based on other types of work engagement, in accordance with the law which regulates work for the employer, i.e. the public authority.³⁴ In addition, the employer in the public and private sector and the public authority is obliged, regardless of sex, gender and family status, to provide job seekers with equal opportunities in connection with employment, other types of work engagement, or performance of a particular job, in accordance with the law governing work for the employer, i.e. public authority.³⁵ Also, the employer and the public authority are obliged to provide the employee, regardless of his/her sex, gender and family status, with equal opportunities for professional development and additional education, as well as for professional training of trainees, vocational guidance, advanced professional training and retraining, including practical work experience.³⁶

The provisions of Article 18 of the Labor Law³⁷ prohibit direct and indirect discrimination against job seekers, as well as employees, with regard to gender, birth, language, race, skin color, age, pregnancy, health condition, i.e. disability, nationality, religion, marital status, family obligations, sexual orientation, political or other beliefs, social origin, property, membership in political organizations, trade unions or any other personal characteristic. In terms of this law, direct discrimination is any conduct caused by some of the reasons specified in Article 18³⁸ of the present Law whereby a person seeking employment, as well as an employed person, is placed in a more disadvantageous position compared to other persons in the same or similar situation (Article 19(1))³⁹. The provisions of Article 20⁴⁰ of this Law prescribe that discrimination specified in Article 18 of the this Law is prohibited in relation to: 1) Employment conditions and choice of candidates for performing a specific job; 2) Conditions of work and all the rights deriving from employment; 3) Education, vocational training and specialization; 4) Job promotion; 5) Termination of the employment contract.

The provisions of Article 18 of the Law on Agency Employment⁴¹ stipulate that the assigned employee during the temporary performance of work with the beneficiary employer has the right to the same working conditions as the comparative employee with the beneficiary employer, in accordance with this law. Paragraph 2 of this Article stipulates that, inter alia, equal conditions apply to: protection of pregnant women and nursing mothers and prohibition of discrimination on all grounds, in accordance with the law. The provisions of paragraph 3 of this Article stipulate that equal working conditions referred to in paragraph 2 of this Article shall be provided to the assigned employee directly by the beneficiary employer.

32 Ibid. Article 20

33 Law on Gender Equality ("Official Gazette of the RS, No. 52), Article 29

34 Ibid. Article 29(1)

35 Ibid. Article 29(2)

36 Ibid. Article 29(3)

37 Labor Law ("Official Gazette of the RS", No. 24/2005, 61/2005, 54/2009, 32/2013, 75/2014, 13/2017 – decision of the Constitutional Court, 113/2017 and 95/2018 – authentic interpretation) Article 18

38 Ibid. Article 18

39 Ibid Article 19(1)

40 Ibid Article 20

41 Law on Agency Employment ("Official Gazette of the RS" No. 86/2019)

4. METHODOLOGY AND GOAL OF RESEARCH

4. Methodology and goal of research

The research «Gender equality and work-life balance» was conducted within the *WoBaCa project - Towards gender equality through increased opportunities for work-life balance*, which is implemented within the European Union Program «Rights, Equality and Citizenship “(REC) - instruments for the promotion, protection and implementation of rights that ensure the equality of citizens. The goal of the *WoBaCa project - Towards gender equality through increased opportunities for work-life balance* is to improve the opportunities for balancing the private and business lives of women and men, through the development of a range of science-based, innovative and interactive tools aimed at achieving gender equality through change of everyday, practical skills and social norms, especially in the context of sharing caring jobs.

The aim of this research is to collect data on the current situation and factors that affect the balance, i.e. the imbalance between private and business life, including the (im)possibility of advancement in the professional life of women and men.

The research was conducted on a sample of women and a sample of men, in order to get a better and more realistic view of the situation. The data are processed separately in order to see the differences in the data according to the relevance of the topic.

The research was conducted using a pre-prepared questionnaire, by applying a «face to face» method, on the territory of the Republic of Serbia (except for data from the territory of Kosovo and Metohija) on a random, representative sample of 1000 women and 500 men aged 18-65 during June 2021.

Women sample structure:

- Age:
 - 18-24 years 13%;
 - 24-29 years 18%;
 - 30-39 years 23%;
 - 40-49 years 20%;
 - 50-59 years 13%;
 - 60-65 years 12%;

- Education:
 - elementary and no education 5% of respondents;
 - secondary education 51%;
 - college and university education 44%;

- Region:
 - Belgrade region 21%;
 - Vojvodina region 28%;
 - Southern and Eastern Serbia region 25%;
 - Western Serbia region 26%;

4. METHODOLOGY AND GOAL OF RESEARCH

Men sample structure:

- Age:
 - 18-24 years 14%;
 - 24-29 years 12%;
 - 30-39 years 23%;
 - 40-49 years 21%;
 - 50-59 years 15%;
 - 60-65 years 15%;

- Education:
 - elementary and no education 6% of respondents;
 - secondary education 61%;
 - college and university education 33%;

- Region:
 - Belgrade region 19%;
 - Vojvodina region 28%;
 - Southern and Eastern Serbia region 26%;
 - Western Serbia region 28%;

The questionnaire contained 28 questions, and it took about 10 minutes to complete the questionnaire.

The analysis of the data collected was conducted in relation to gender, age and region in which the respondents live.

5. RESEARCH RESULTS

5. Research results

5.1 Employment status

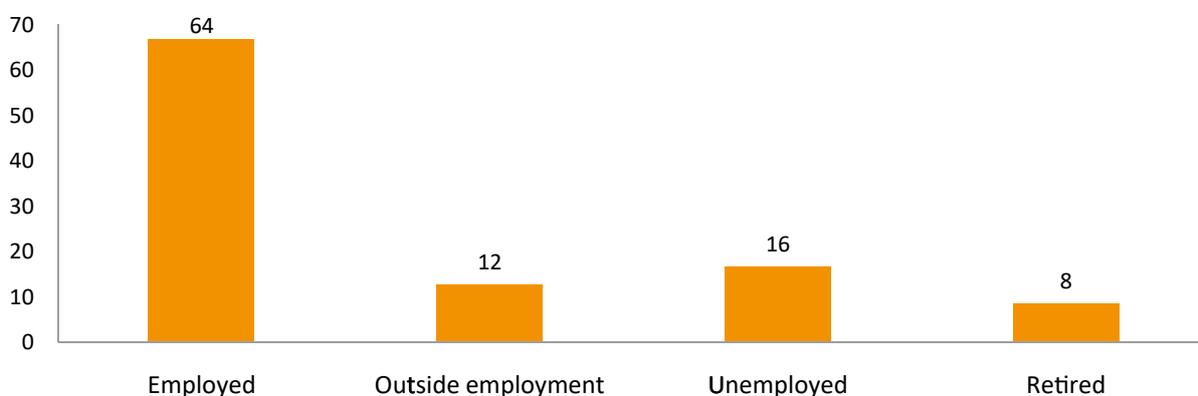
What is your employment status?

The respondents were first asked about their employment status. Two thirds of the surveyed women (64%) said that they are employed, 12% that they work outside employment, 16% that they are unemployed, while among the women, 8% were retired.

Table 1 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Employed	64	21	68	82	86	63	35	29	59	75	67	64	63	63
Outside employment	12	27	18	5	8	15	4	14	13	10	13	12	18	6
Unemployed	16	52	14	12	4	15	6	19	21	9	14	15	13	19
Retired	8	0	0	1	3	6	54	38	7	5	5	9	6	12
Total	100													

When it comes to the differences in the level of education, the results show that 85% of women that have college and university education are employed, while the highest number of unemployed women is among those with completed secondary education (21%).

In the sample used in this research, the majority of unemployed women are from the region of Western Serbia (19%), while the largest percentage of employed women are from the Belgrade region (80%).



When it comes to men, 65% of them are employed and 12% work outside employment. Every eighth respondent is unemployed, while 10% of men are retired.

5. RESEARCH RESULTS

Table 1 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Employed	65	29	75	82	86	70	31	21	60	82	76	54	65	70
Outside employment	12	18	14	11	12	14	6	29	14	5	11	18	11	7
Unemployed	13	53	11	5	2	11	6	29	16	4	7	16	13	13
Retired	10	0	0	2	0	5	58	21	9	9	7	12	11	9
Total	100													

Most of the unemployed men in this sample are from Vojvodina (16%), and the least from Belgrade (7%). It is in Belgrade that most people are employed regardless of the type of employment (87%), while in other regions the employment rate is lower - in Vojvodina (72%), in Southern and Eastern Serbia (76%), and in Western Serbia (77%).

Regarding the differences in the levels of education, it may be noticed that as many as 87% of employed men have a college and university education, which is expected, while the most unemployed are in the category of respondents with only elementary education or without education.

Length of employment?

One fifth of women (21%) have between two and five years of work experience, 17% have over twenty years of work experience, 12% stated that they have no work experience, while 11% of women have up to one year of work experience.

Table 2 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Up to one year	11	27	29	8	4	0	0	5	12	11	12	9	10	14
2-5 years	21	17	49	32	10	2	0	10	19	25	25	20	27	13
6-10 years	19	2	8	47	18	13	8	19	20	18	16	23	17	19
11-20 years	19	0	0	8	57	40	6	14	17	22	22	16	17	22
More than 20 years	17	0	0	0	10	42	79	33	20	12	8	20	18	20
No work experience	12	54	14	5	1	2	6	19	12	11	17	12	10	11
Total	100													

5. RESEARCH RESULTS

The length of service is expected to increase with age. The highest percentage of women without work experience by level of education is among those with only elementary education or without education (19%). Data on years of service are important, bearing in mind that years of service significantly affect the economic status of women in the age group 65+. It is also important to note that 6% of women aged 60 to 65 state that they do not have any work experience.

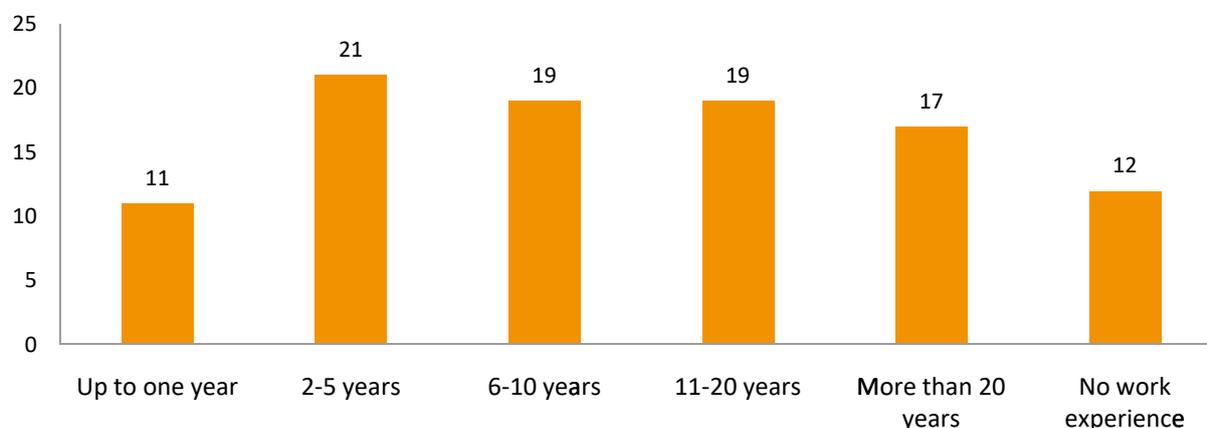


Table 2 (men)	Answer	Total (%)	Age						Level of education				Region		
			18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
	Up to one year	9	26	25	7	0	3	0	0	10	8	4	10	6	12
	2-5 years	17	15	61	24	4	3	6	0	19	15	18	16	19	13
	6-10 years	21	0	7	55	31	5	0	21	17	28	33	18	19	16
	11-20 years	17	0	0	15	43	24	6	7	18	16	16	18	16	18
	More than 20 years	27	0	0	0	20	65	89	57	24	29	24	27	29	28
	No work experience	10	59	7	0	2	0	0	14	12	4	4	10	10	12
	Total	100													

The largest number of men (27%) have worked for over 20 years, while 21% have a length of service between 6 and 10 years. Every tenth man has no work experience, and 9% of respondents have up to one year of work experience.

What position do you hold in your work organization?

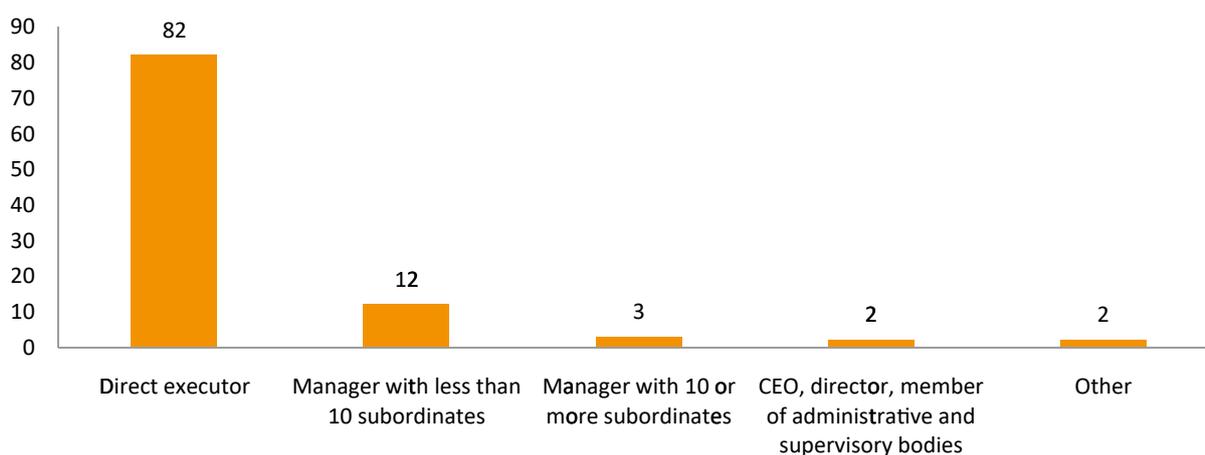
The majority of women (82%) stated that they hold the position of direct executor in a work organization. Managerial position with less than 10 subordinates was held by 12% of women, while 3% stated that they are managers with 10 or more subordinates. A total of 2% of women stated that they are in the position of CEOs/ directors/members of administrative and supervisory bodies.

5. RESEARCH RESULTS

Table 3 (women)	Answer	Age						Level of education				Region		
		Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia
Direct executor	82	88	89	83	77	76	79	100	86	76	79	73	86	90
Manager with less than 10 subordinates	12	8	8	12	14	15	16	0	8	17	12	15	13	7
Manager with 10 or more subordinates	3	0	2	1	5	2	5	0	3	2	1	7	0	1
CEO, director, member of administrative and supervisory bodies	2	0	2	0	4	5	0	0	1	3	4	4	0	0
Other	2	4	0	4	0	2	0	0	1	2	3	1	1	1
Total	100													

In relation to the level of education, the majority of managers are among highly educated women (22%), while among women with elementary education and without education there are no managers.

Considering the regional perspective, the region of Western Serbia and the region of Southern and Eastern Serbia have a significantly smaller share of women in senior managerial positions, compared to Vojvodina, where the largest percentage of women hold such positions.



The largest number of men work as direct executors - (80%), while 11% are in the position of manager with less than 10 subordinates, and 3% in the position of manager with 10 or more subordinates. A total of 4% of men hold the position of a manager. As far as the differences by regions are concerned, the majority of employees in Western Serbia (92%) are employed as direct executors, compared to other regions where the percentage of employed executors is slightly lower. In the region of Belgrade, 13% of men hold the position of a manager in the organization in which they work.

5. RESEARCH RESULTS

Table 3 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Direct executor	80	94	84	80	78	71	77	100	86	67	67	79	77	92
Manager with less than 10 subordinates	11	6	4	10	10	23	15	0	8	17	8	15	15	8
Manager with 10 or more subordinates	3	0	4	4	2	3	8	0	1	7	8	2	4	0
CEO, director, member of administrative and supervisory bodies	4	0	8	2	6	3	0	0	4	4	13	4	0	0
Other	2	0	0	4	4	0	0	0	1	4	5	0	4	0
Total	100													

Looking at the differences in age, it may be noticed that the respondents up to the age of 29 occupy the positions of direct executors more often than other age groups, which is logical given that they are only at the beginning of their careers.

By comparing the data, it may be noticed that the position of directors and members of management and supervisory boards is occupied by twice as many men as women, while the percentages relating to managers with more or less than 10 subordinates are relatively equal. It is an interesting phenomenon that among the surveyed citizens, the positions of managers with less than and more than 10 subordinates are occupied more by women than by men in the age group of 40-49 years, while in the positions of CEOs and executive board members women are represented in a higher percentage in the age group of 50-59. On the other hand, among young respondents (25-29 years old), the ratio of men and women in the positions of director is 8:2, while there are no women occupying these positions in the age group 30-39.

Observed by regions, the region of Western Serbia and the region of Southern and Eastern Serbia has a very small share of women in senior management positions, while the share in the region of Belgrade is slightly better in this sample.

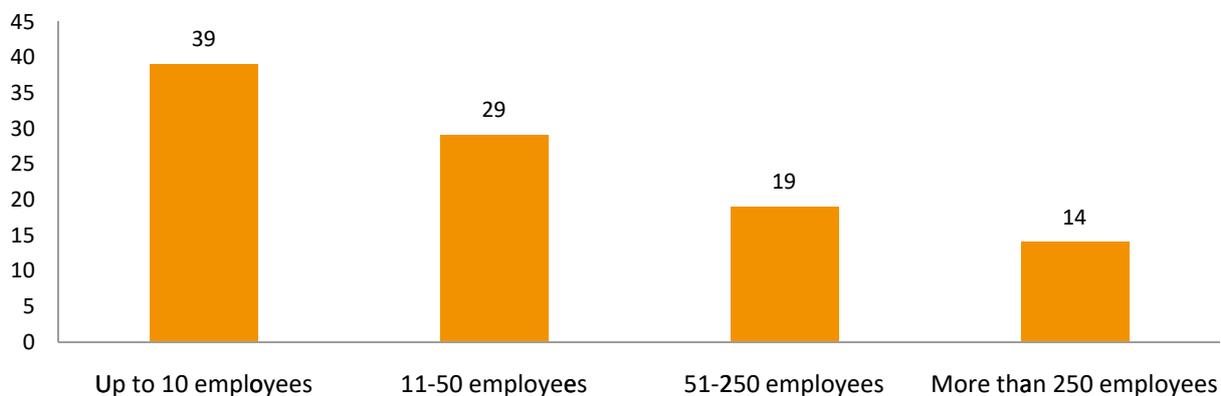
How many employees work in your work organization?

The answers to the question about the number of employees in the organizations in which the female respondents work show that: 39% of the women work in organizations with up to 10 employees, 29% in organizations with 11 to 50 employees, 19% in organizations with 51 to 250 employees, and 14% of women are working in organizations with over 250 employees.

5. RESEARCH RESULTS

Table 4 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Up to 10 employees	39	72	43	37	31	32	37	11	49	30	43	45	30	38	
11-50 employees	29	16	22	26	34	39	37	33	24	33	24	27	35	28	
51-250 employees	19	0	19	21	22	22	16	33	15	22	10	19	21	24	
More than 250 employees	14	12	16	16	14	7	11	22	12	15	22	8	14	11	
Total	100														

From the data it may be concluded that the largest number of women are working in micro and small enterprises (68%). Observed by regions, the largest number of women working in micro enterprises (up to 10 employees) is from Vojvodina, while the largest number of employees in large companies (over 250 employees) is from Belgrade.



5. RESEARCH RESULTS

Table 4 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Up to 10 employees	38	38	60	31	36	32	38	14	45	29	31	50	36	33
11-50 employees	27	25	16	27	40	19	23	43	26	28	21	25	30	33
51-250 employees	20	25	12	25	16	26	8	14	18	23	33	10	15	23
More than 250 employees	15	13	12	16	8	23	31	29	11	20	15	15	19	12
Total	100													

About 40% of men work in organizations with up to 10 employees, slightly more than a quarter in organizations with 11 to 50 employees, and the smallest number of men (15%) in organizations with over 250 employees. Half of the men from Vojvodina work in organizations with up to 10 employees. A third of men from Western Serbia (33%) work in organizations with up to 10 employees, 31% from Belgrade and 36% of men from Southern and Eastern Serbia. The largest percentage of men from Belgrade work in organizations that have between 51 and 250 employees. As many as three-fifths of men aged 25 to 29 work in a small enterprise with up to 10 employees.

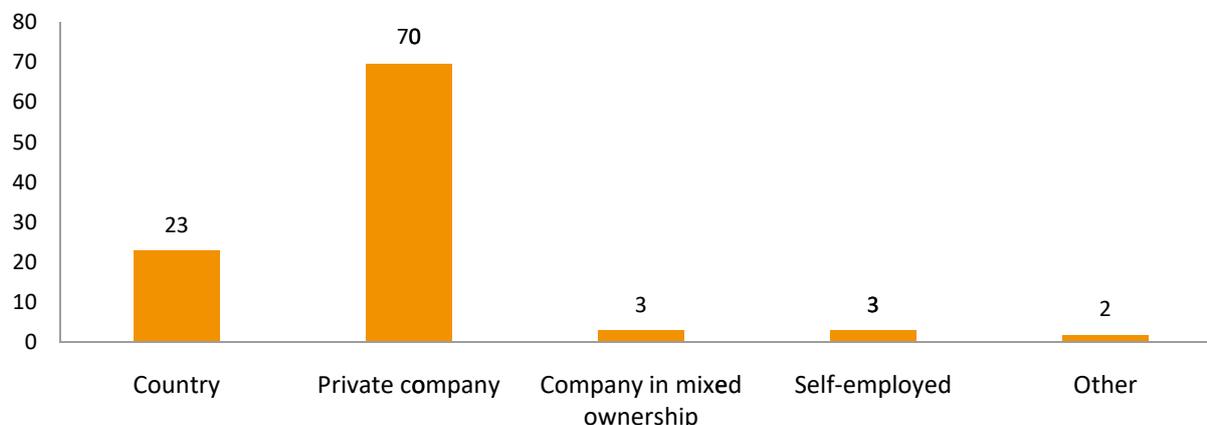
Who is the employer for whom you are working now?

When asked who their employer is now, most women answered that they are working for a private company (70%), while almost a quarter of women (23%) working in the public sector stated that the state is their employer (23%). Only 3% of women are self-employed.

Table 5 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Country	23	12	13	20	34	32	21	22	16	30	19	25	21	25
Private company	70	84	78	73	59	59	74	67	76	64	70	67	74	68
Company in mixed ownership	3	0	3	2	3	5	5	11	3	3	1	5	4	1
Self-employed	3	0	3	4	3	5	0	0	4	2	4	1	1	6
Other	2	4	3	1	1	0	0	0	1	2	4	2	0	0
Total	100													

5. RESEARCH RESULTS

When looking at age differences, the data show that the majority of women under the age of 29 work in the private sector, while women aged 40 to 59 are the most represented in the public sector. When it comes to differences between regions, the majority of women from Southern and Eastern Serbia work for private companies.



Two thirds of men (66%) are employed by a private company, while 23% are employed by a state institution. One in eleven men is self-employed. Only 3% of men work in a company that is in mixed ownership. Among the men who work for a private company, the percentage of those who are from Belgrade (72%), Vojvodina (71%) and Western Serbia (69%) is higher than those men who live in Southern and Eastern Serbia (51%).

Table 5 (men)	Age	Level of education				Region								
		18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Country	23	19	12	20	20	39	31	14	15	35	18	10	34	27
Private company	66	81	80	67	66	48	54	71	73	54	72	71	51	69
Company in mixed ownership	3	0	0	4	2	6	0	14	1	4	3	6	0	2
Self-employed	9	0	4	10	12	6	15	0	10	7	8	10	15	2
Other	1	0	4	0	0	0	0	0	1	0	0	2	0	0
Total	100													

As far as differences in the level of education are concerned, there is a higher percentage of respondents who have elementary (71%) and secondary education (73%) among the employees in private companies. At the same time, a larger number of respondents with higher education are employed in the public sector (35%).

5. RESEARCH RESULTS

When it comes to age differences of respondents, the majority of young people under the age of 29 work in the private sector (81%), as opposed to older respondents who to a lesser extent work in the private sector.

5.2 Childcare

What is your current marital status?

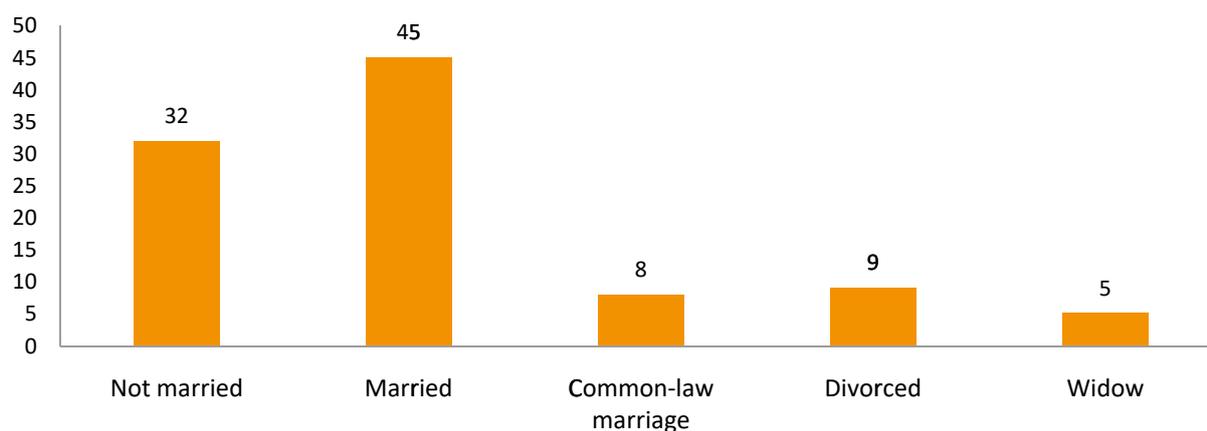
When asked about their marital status, almost half (45%) answered that they are married and a third (32%) that they are not married, 8% of the women are living in common-law marriage, while 5% are widows. One in every eleven women (9%) is divorced.

Table 6 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Not married	32	88	64	26	8	6	6	14	31	37	45	23	37	29	
Married	45	10	21	49	67	65	54	38	49	42	33	49	40	56	
Common-law marriage	8	2	12	14	9	4	0	5	5	12	17	8	6	3	
Divorced	9	0	3	11	13	17	13	14	12	5	6	12	11	8	
Widow	5	0	0	0	4	8	27	29	3	4	0	9	5	5	
Total	100														

If we compare the data relating to the level of education, one may notice that the highest percentage of women who are not married have a college or university education (37%), while the highest percentage of divorced women may be found among women with elementary education or with no education (14%).

It is interesting that 17% of women from Belgrade and 3% from the region of Western Serbia live in common-law marriage. The largest percentage of women who are divorced is from Vojvodina (12%) and the region of Southern and Eastern Serbia (11%), with a slightly higher percentage than in other regions.

5. RESEARCH RESULTS



Of the total number of respondents, almost half are married (46%), and slightly more than a third are not married (36%). The remaining 7% live in a common-law marriage, 8% are divorced, and 3% are widowed. As many as 97% of respondents under the age of 24 are not married, and the number of people who are not married decreases with age, which is as expected.

Table 6 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Not married	36	97	79	40	10	14	0	14	41	32	29	36	40	37	
Married	46	3	11	45	63	59	75	64	43	48	44	42	50	46	
Common-law marriage	7	0	7	11	8	8	3	7	5	10	13	7	2	6	
Divorced	8	0	4	4	18	14	8	14	9	5	11	12	6	4	
Widower	3	0	0	0	2	5	14	0	3	5	2	3	2	6	
Total	100														

When looking at the differences by regions, 13% of respondents from Belgrade are in common-law marriage, as opposed to 2% from Southern and Eastern Serbia who live in such a union. This is where the largest percentage of respondents who are married (50%) comes from. The percentage of divorced is similar in Belgrade and in Vojvodina (11% and 12%) and is slightly higher than in other regions.

By comparing the data by gender, it may be noticed that in the age groups under the age of 30, the percentage of women who are married is twice as high as that of men, which may indicate different perceptions of the gender roles of young women and men, from their own perspective and from the perspective of their environment. Also, in this sample, in the age group of 60-65, the percentage of widows is almost twice as high as widowers. These data also indicate a significant impact of expected behavior in accordance with gender roles and different lifestyles, primarily in relation to one's own health.

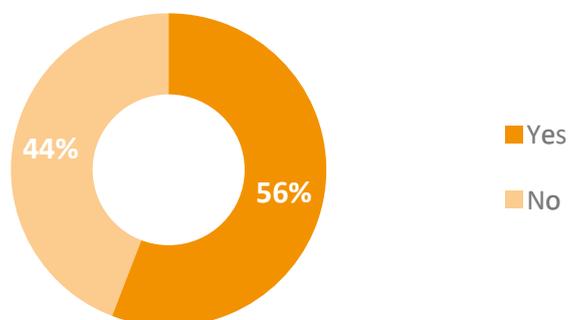
5. RESEARCH RESULTS

Do you have children?⁴²

Slightly more than one half of the women (56%) said that they have children. Women who said that they do not have children in the highest percentage, as expected, come from the age group 18 to 24 - 94%. The highest percentage of women who have children is from the region of Vojvodina (67%), and the lowest from Belgrade (43%).

Table 7 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes	56	6	22	59	84	87	77	67	59	51	43	67	49	61	
No	44	94	78	41	16	13	23	33	41	49	57	33	51	39	
Total	100														

When it comes to the differences in the level of education, it may be noticed that with the increase in the level of education, the share of women who have children decreases, so 67% of women with elementary education have children, while among women with higher education this number is 51%.



The percentage of men is similar to the number of women who have children (54%).

⁴² If the answer was no, the participants were asked to go to the question „Does your personal income meet your needs?“.

5. RESEARCH RESULTS

Table 7 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	54	3	18	47	78	76	83	79	51	56	58	57	55	48
No	46	97	82	53	22	24	17	21	49	44	42	43	45	52
Total	100													

As far as the educational differences are concerned, almost 80% of respondents with elementary or no education have children, while a half of respondents with secondary education and slightly more than a half of respondents with higher education have children. Also, the results of the analyzed answers of the respondents show that the respondents in Belgrade (57%) and Vojvodina (57%) have a slightly higher percentage of children compared to the respondents from Western Serbia (48%).

As a parent, did you exercise your right to parental leave to take care of your child?

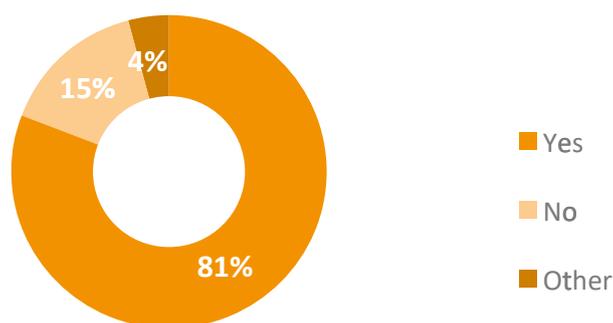
The respondents who have children were asked whether, as a parent, they exercised their right to be absent from work for the purpose of childcare. The majority of women answered that they did - 82%, while 15% of women gave a negative answer.

Table 8 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	82	33	81	80	85	73	92	79	76	90	83	81	76	86
No	15	33	13	18	14	22	3	14	21	7	17	16	14	13
Other	4	33	6	2	2	4	5	7	3	3	0	3	10	2
Total	100													

When looking at the differences according to the level of education, it may be noticed that the women who have a higher level of education (90%) used the right to childcare leave more than the women who have elementary (79%) or secondary level of education (76%). This result is expected, having in mind the higher employment rate of the women with college and university education.

Regarding the differences by regions, it may be concluded that the women from Western Serbia (86%) used this right in a slightly higher percentage compared to the women from other regions.

5. RESEARCH RESULTS



The men who have children said that they did not exercise their right to leave work for parental care in 86% of cases. Only 14% of men exercised this right.

Answer	Total (%)	Age						Level of education				Region		
		18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	14	0	20	8	18	14	13	9	11	20	8	18	12	16
No	86	100	80	92	83	86	87	91	89	80	92	82	88	84
Total	100													

Regarding the differences in the levels of education, the data show that highly educated men exercised their right more often - one fifth of them. These data lead to the conclusion that education is a significant factor influencing the adoption of gender and cultural patterns in favor of equal participation of men in the care of children in the early stages of education. However, given that in this sample, the percentage of people working outside employment and the unemployed is significantly higher among men with elementary and secondary education, these data may also indicate the importance of the form and security of employment when it comes to the increase of the use of the childcare leave among men. In addition, it may be noticed that one fifth of the men aged 25 to 29 were absent from work to a somewhat greater extent than the men of other ages, which may indicate changes in perceptions of the gender roles of men and women among the younger generations.

In terms of differences by regions, the data show that 18% of men from Vojvodina exercised the right to childcare leave, while in Belgrade only 8% of men exercised this right.

If we compare the data about the use of childcare leave according to gender, it may be noticed that there are certain positive trends in terms of higher participation of men. However, the dominant impression is that there are still stereotypical notions in the society about the roles of parents in exercising this right, and that women carry a disproportionately greater burden.

How much time do you spend caring for children on a weekly basis?

When it comes to the time women spend caring for children on a weekly basis, a third of women (33%) said that they spend from 10 to 30 hours a week, a quarter (24%) spends up to 10 hours, and

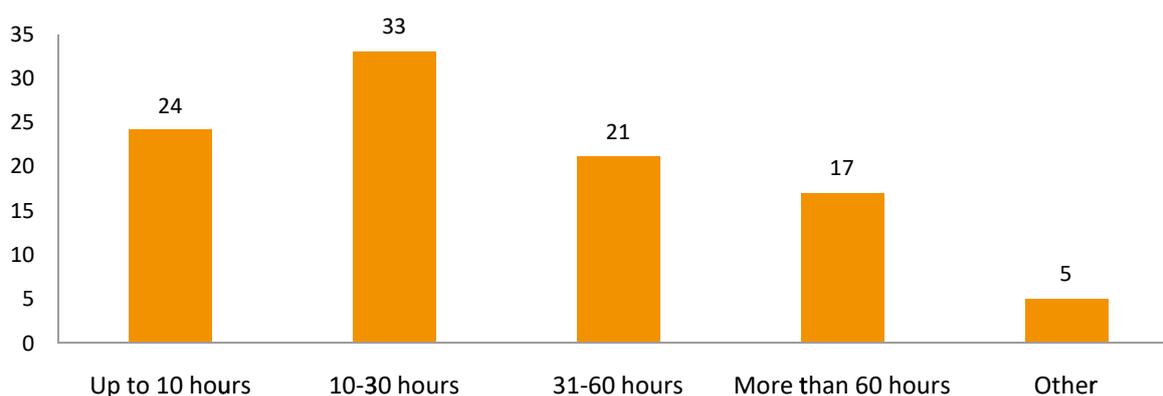
5. RESEARCH RESULTS

one fifth (21%) of women said they take care of children from 31 to 60 hours a week. One in every six women (17%) takes care of children for more than 60 hours a week.

Answer	Total (%)	Age						Level of education				Region		
		18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Up to 10 hours	24	0	13	6	20	40	46	14	33	14	20	22	20	32
10-30 hours	33	33	13	41	33	42	22	36	34	33	14	38	41	33
31-60 hours	21	0	50	26	30	4	8	7	14	33	37	19	14	21
More than 60 hours	17	67	25	26	17	4	11	29	16	16	23	16	22	10
Other	5	0	0	2	0	9	14	14	3	5	6	5	2	5
Total	100													

Looking at the level of education, it may be noticed that the women with elementary education (29%) said that they spend more than 60 hours a week caring for children compared to the women who have a higher level of education (16%).

Observed by regions, women from Belgrade spend the most time in child care on a weekly basis - 23% of them spend over 60 hours, while 37% of women from Belgrade spend between 31 and 60 hours a week in child care activities.



When asked how much time they spend caring for children on a weekly level, the majority of men (47%) said that they take care of children up to 10 hours a week, 26% of men take care of children between 10 and 30 hours, while only 3% dedicate more than 60 hours a week to caring for children.

5. RESEARCH RESULTS

Table 9 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Up to 10 hours	47	0	20	23	55	50	60	64	44	48	42	47	35	63	
10-30 hours	26	0	20	38	33	21	13	27	23	32	23	16	44	22	
31-60 hours	15	100	40	35	8	7	7	9	15	16	19	24	12	3	
More than 60 hours	3	0	20	4	3	4	0	0	4	2	12	3	0	0	
Other	9	0	0	0	3	18	20	0	15	2	4	11	9	13	
Total	100														

Observed by regions, it was noticed that the largest percentage of men from Western Serbia (63%) care for children up to 10 hours, while men from Belgrade in the largest percentage dedicate more than 60 hours to childcare (12%), which also coincides with data obtained for women.

Men aged from 25 to 29 take the most care of children (20%), which is as expected, having in mind that they also used the right to leave from work for childcare in a higher percentage.

Comparatively, the data show that women spend significantly more time caring for children on a weekly basis than men. In addition, it may be noticed that the largest percentage of respondents from the Belgrade region state that they spend more than 60 hours a week caring for children, which can be partially explained by the difference in life dynamics between large urban areas and smaller cities or rural areas, as well as by the fact that the respondents from the region of Belgrade in the largest percentage stated that no one helps them around children. The data indicate the great importance of intergenerational exchange and solidarity, because the highest degree of satisfaction and work-life balance is expressed by those respondents who have help in caring for children, most often from their parents.

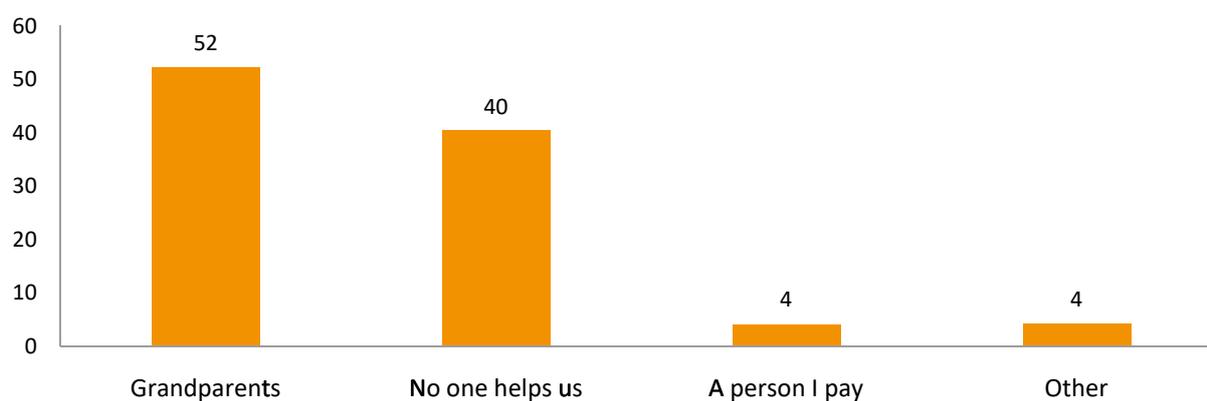
Who helps you and your partner around children?

When asked who helps them and their partner around children, half of the women (52%) said that the grandparents help them. As many as 40% of the women said that no one was helping them. Only 4% of women said that they pay a person to help them with the children.

5. RESEARCH RESULTS

Table 10 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Grandparents	52	67	81	61	52	31	51	64	52	50	26	53	45	71	
A person I pay	4	0	0	2	6	4	5	0	6	2	0	9	2	2	
No one helps us	40	33	19	33	39	60	35	29	39	43	63	34	49	27	
Other	4	0	0	4	3	4	8	7	3	5	11	4	4	0	
Total	100														

Women from Belgrade to a greater extent than women from other regions said that no one helps them with the children - 63%, while women from Western Serbia (71%) said that grandparents help them with childcare in the highest percentage, and women from Belgrade in the lowest percentage (26%).



Almost three-fifths of men said that their parents help them with their children (57%), and almost two-fifths have no one to help them (37%). Only 2% of men have a person they pay to help around children.

5. RESEARCH RESULTS

Table 10 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Grandparents	57	100	60	73	53	68	37	36	59	59	50	55	59	63
A person I pay	2	0	20	0	3	0	3	0	4	0	0	8	0	0
No one helps us	37	0	20	23	45	29	50	45	36	36	46	37	29	38
Other	4	0	0	4	0	4	10	18	1	5	4	0	12	0
Total	100													

Among 37% of men who have no one to help them, men from Belgrade have a majority with 46%. Parents mostly help the respondents from Western Serbia (63%). It is an interesting fact that one fifth of the respondents aged 25 to 29 get help around children by a person they pay.

Comparatively, there is a tendency that the respondents from the region of Belgrade have no one to help them around children, while those from the region of Western Serbia have the help of the grandparents in the largest percentage in this sample, which can be linked to trends of centralization and gravitation, especially of the younger population, towards Belgrade, but also to the previously mentioned importance of intergenerational exchange and solidarity.

Are the services of preschool institutions available to you?

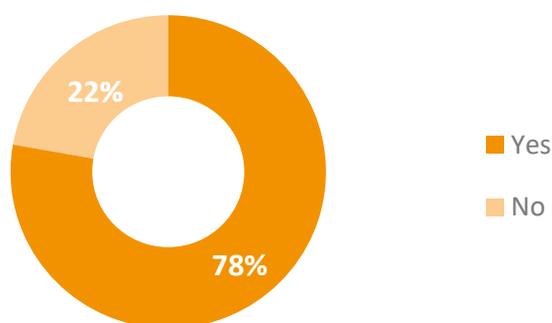
When it comes to the availability of preschool institutions, the majority of women (78%) said that the services of preschool institutions are available to them, while 22% of women said they are not.

Table 11 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	78	67	94	80	83	60	84	50	76	85	83	82	49	94
No	22	33	6	20	17	40	16	50	24	15	17	18	51	6
Total	100													

If we take into account the level of education, the data show that the services of preschool institutions are mostly unavailable to women with an elementary level of education (50%), which is a consequence of the low employment rate of women with the mentioned level of education in this sample.

5. RESEARCH RESULTS

In addition, we note that women from Western Serbia (94%) have access to preschool services to a greater extent than women from other regions. The services of preschool institutions are the least available to women from Southern and Eastern Serbia - 49%.



When asked whether the services of preschool institutions are available to them, 82% of men said that they are. These services are not available to almost a fifth of men (18%).

Table 11 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes	82	100	100	96	80	79	73	73	80	89	92	92	56	91	
No	18	0	0	4	20	21	27	27	20	11	8	8	44	9	
Total	100														

When we compare the differences by regions, we notice that the preschool services are much less available to respondents from Southern and Eastern Serbia (56%) compared to other regions where the preschool services are available to the majority of citizens (92%).

When the differences by gender are observed, it is noticed that the preschool services are somewhat more accessible to men in this sample, which is the most pronounced in the age group of 18-24 years.

Have you had any career consequences due to childcare?

The next question asked was whether the women had any negative career consequences due to childcare. About two-fifths of the surveyed women (38%) answered that there were no consequences.

The largest percentage of women mentioned work under stress as a consequence (37%), followed by the compulsion to find additional sources of income (14%) and termination of employment (13%). The following answers were among the most frequent: part-time work, giving up the desired career (12% each) and changing jobs (10%).

5. RESEARCH RESULTS

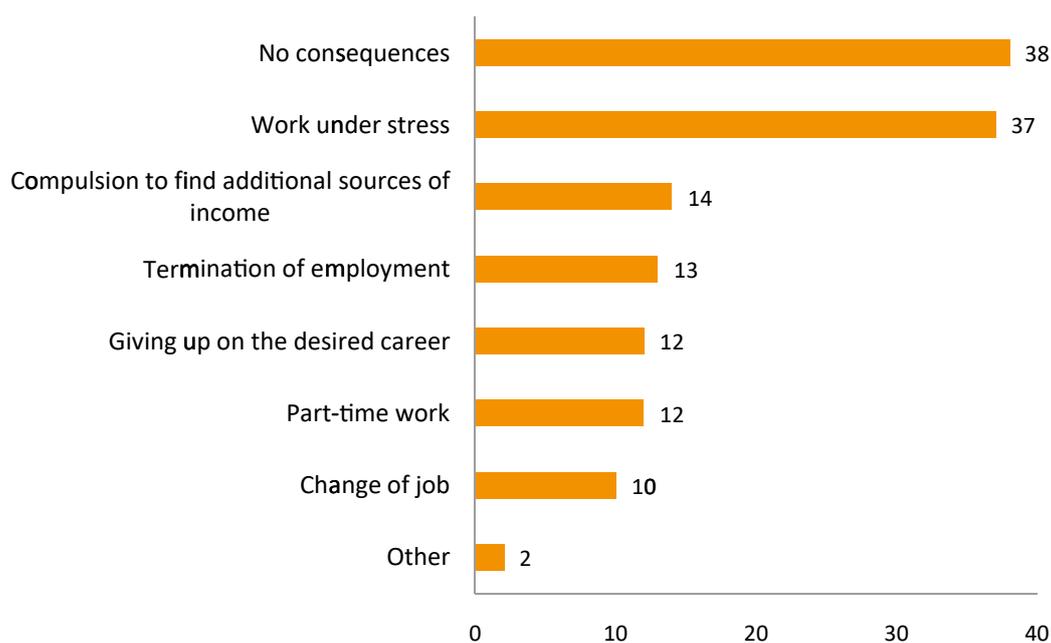
Table 12 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Termination of employment	13	33	6	13	11	20	8	14	15	9	17	15	16	5	
Change of job	10	0	6	11	8	9	16	7	11	9	9	9	14	8	
Part-time work	12	0	6	17	14	4	14	7	13	11	9	12	8	16	
Giving up on the desired career	12	0	0	13	15	13	8	0	13	13	14	11	18	6	
Compulsion to find additional sources of income	14	0	19	13	18	18	5	7	18	11	9	16	20	11	
Work under stress	37	33	44	35	39	29	41	57	34	38	26	23	59	41	
No consequences	38	0	44	37	35	36	46	43	32	44	40	41	35	35	
Other	2	33	0	4	3	0	0	0	3	1	9	3	0	0	

When analyzing the differences according to the level of education, it was noticed that the women with elementary education in a higher percentage mentioned work under stress due to childcare as a career consequence - 57%, compared to women with higher education, which may be linked to the fact that they have to a greater extent stated that the preschool services are not available to them, as well as to the fact that they often have jobs that require work in shifts and seasonal jobs.

As for differences by regions, women from Southern and Eastern Serbia reported work under stress more than women from other regions (59%), while women from Vojvodina and Belgrade stated in the largest percentage that they had no career consequences due to childcare (41%, 40%).

It was noticed that as many as 33% of women aged 18 to 24 mentioned termination of employment as a consequence. The results could indicate that women in this age group are exposed to the most severe forms of discrimination, but also the possibility that these are fixed-term employment arrangements that end after maternity leave, as well as other forms of non-standard work arrangements characteristic of younger workers. Therefore, such data need to be further examined in order to gather more information on potential discriminatory outcomes when it comes to women of this age, but also to analyze the need to take further steps to protect their rights.

5. RESEARCH RESULTS



The data for men show that three fifths (60%) of the respondents did not have any career consequences due to child care, 22% stated that they worked under stress and were forced to find additional sources of income due to childcare, one in every eleven men (9%) gave up his desired career due to childcare, 7% said that they had to change jobs, and 2% switched to part-time work and terminated their employment.

Table 12 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Termination of employment	2	0	0	4	0	4	0	0	1	2	4	0	3	0
Change of job	7	0	0	0	13	7	7	0	12	0	4	3	9	13
Part-time work	2	0	0	0	8	0	0	0	3	2	4	3	3	0
Giving up on the desired career	9	0	0	12	5	14	10	9	7	14	20	5	9	6
Compulsion to find additional sources of income	22	0	20	23	21	18	27	45	22	16	28	21	24	16
Work under stress	22	0	20	27	26	14	23	27	19	27	32	18	29	13
No consequences	60	100	60	58	59	64	57	45	58	66	44	63	62	66
Other	1	0	0	0	0	4	0	0	1	0	0	0	3	0

5. RESEARCH RESULTS

Data pertaining to the differences in the level of education of respondents are interesting. Namely, 45% of respondents who completed only the elementary education had to find a new source of income in order to take care of children, while this percentage is far lower when it comes to respondents with secondary (22%) and higher education (16%).

The respondents from Belgrade mostly feel the career consequences due to childcare. A fifth of them gave up their desired career (20%), 28% had to look for an additional source of income, and a third felt stress (32%) as a result of childcare. As for respondents from other regions, they mentioned giving up careers and working under stress as a consequence. About 62% of respondents in the region of Vojvodina, Southern and Eastern Serbia and Western Serbia have not felt any career consequences due to childcare.

This segment of the research revealed significant differences when it comes to the price of parenthood paid by men and women in Serbia. Namely, when comparing the data, a significant disproportion is noticeable when it comes to termination of employment (13% of women versus 2% of men) and work under stress (37% of women versus 22% of men) as a career consequence. This is particularly pronounced in the age group of 18-24, where 33% of women mentioned termination of employment and work under stress as a career consequence due to childcare, while, on the other hand, none of the men said that they felt career consequences due to childcare in this age group. This phenomenon can have negative consequences for women's career development in the long run, due to later entry into the labor market and career breaks.

On the other hand, a higher percentage of men in almost all age groups mentioned the compulsion to find additional sources of income as one of the consequences, which can be related to deep-rooted stereotypes about gender roles that a woman is the one who takes care of children and the man is the one who earns money.

The answer that they had no consequences for their careers was given by 38% of women and 60% of men, which is the data that most clearly illustrates that women in Serbia face obstacles to professional advancement to a much greater extent than men.

5.3 Personal income

Does your personal income meet your needs?

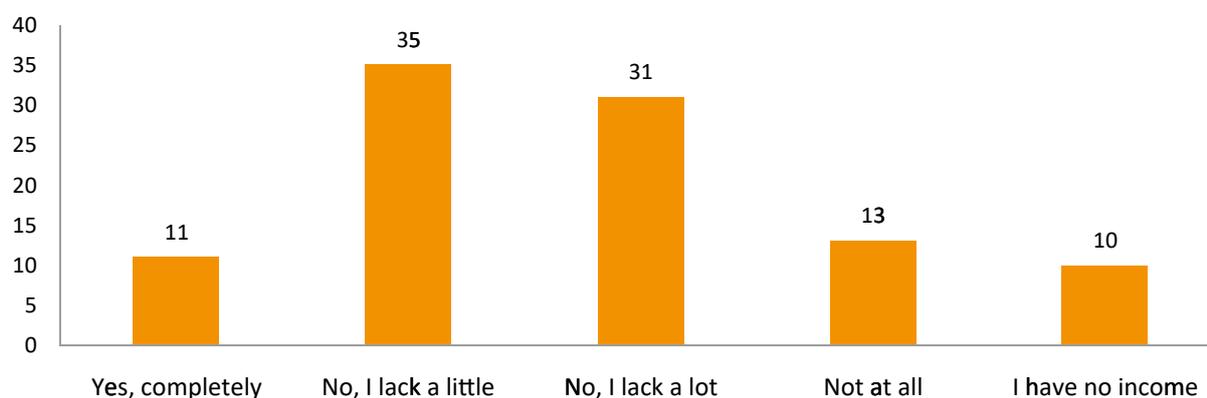
The next question was about personal income. The results of the research indicate that only 11% of women believe that personal income fully meets their needs, while 13% of women state that personal income does not meet their needs at all. One in every ten women has no personal income (10%), 35% of women think that they need a little bit more, and 31% of women think that they need a lot more for their income to meet their needs.

5. RESEARCH RESULTS

Answer	Total (%)	Age						Level of education				Region		
		18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes, completely	11	8	14	14	13	4	10	5	6	18	18	18	6	3
No, I lack a little	35	23	41	35	29	40	38	19	28	45	34	28	34	42
No, I lack a lot	31	25	25	27	42	38	31	38	40	20	28	27	40	30
Not at all	13	12	10	15	15	10	19	24	14	12	12	15	14	12
I have no income	10	33	11	9	1	8	2	14	13	6	8	12	5	13
Total	100													

Looking at the age differences, it may be noticed that one third of the women under the age of 24 did not have a personal income, while women aged 60 to 65 were more likely than women from other age groups to answer that their income did not meet their needs (19%). Women with a higher level of education answered to a greater extent that their personal income meets the needs (18%) or that they still lack a little (45%) compared to respondents with lower level of education (elementary education 5%, secondary education 6%). Significant differences in the degree of satisfaction with personal income are noticeable depending on the level of education, which is expected.

As for the differences by regions, it may be noticed that the women from Southern and Eastern Serbia in a significantly higher percentage than the women from other regions said that they still need a lot more for their personal income to meet their needs (40%). Women from the region of Belgrade and Vojvodina (18% each) said to a greater extent that their needs were fully met compared to women from Southern and Eastern (6%) and Western Serbia (3%).



When asked whether their personal income meets their needs, 17% of men said that their needs are fully met, while three quarters of men believe that their income is not enough to meet their needs. A quarter think that they still lack a lot (25%), and a little more than a third that they lack a little more (36%).

5. RESEARCH RESULTS

Table 13 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes, completely	17	6	18	22	16	19	17	14	11	27	24	21	11	12
No, I lack a little	36	24	43	38	43	32	31	21	34	42	33	37	31	40
No, I lack a lot	25	9	21	25	31	30	31	29	28	20	27	18	29	28
Not at all	14	21	7	13	10	11	22	14	16	10	13	13	21	7
I have no income	9	41	11	2	0	8	0	21	11	1	2	10	8	12
Total	100													

Comparing by regions, it may be noticed that incomes to different extent satisfy the needs of the respondents. Namely, about a fifth of men from Belgrade (24%) and Vojvodina (21%) claim that their personal income fully meets their needs, while in Southern, Eastern and Western Serbia this number is far lower (11% and 12%). One fifth of the men from Southern and Eastern Serbia (21%) said that their income still does not meet their needs. About a quarter of men with a high level of education (27%) are of the opinion that their needs are in line with their income.

In comparison, it is noticed that the percentage of men who are fully or somewhat satisfied with their income (53%) is higher than the percentage of women (46%). The fact that the difference in satisfaction noticeably increases in two key age groups, 30-39 where there are 11% more men who are fully or partially satisfied with their income and 40-49 where the difference is as high as 17%, is of particular significance. These data show that women are significantly more dissatisfied with their income in the most productive period, which is a phenomenon that may indicate the existence of obstacles to career advancement.

How do you evaluate your personal income in relation to your partner's income?

After assessing the extent to which personal income meets their needs, women were asked to estimate their income in relation to their partner's income. Namely, 21% of women believe that their personal income is unsatisfactory compared to the income of their partners, of which 7% rated their income as very unsatisfactory. In contrast, 23% of women are of the opinion that their income is satisfactory, of which 4% state that their income is very satisfactory when compared to their partner's income. Almost a quarter of the women could not give an evaluation or answered that their income was neither satisfactory nor unsatisfactory when compared to their partner's income.

5. RESEARCH RESULTS

Table 14 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Very unsatisfactory	7	8	8	10	3	6	8	10	9	4	2	10	6	9	
Unsatisfactory	14	17	8	15	13	17	13	19	18	8	11	18	17	8	
Neither satisfactory nor unsatisfactory	22	6	26	19	29	27	25	10	24	22	20	22	22	25	
Satisfactory	19	6	12	25	25	17	21	5	14	25	25	18	11	21	
Very satisfactory	4	0	4	5	4	6	0	0	1	6	6	3	2	4	
I cannot evaluate	5	10	3	4	6	6	2	5	2	8	6	5	6	3	
I have no partner	30	54	38	22	20	21	31	52	31	26	29	24	35	31	
Total	100														

When looking at the differences in the level of education, it was noticed that more women with lower level of education (29%) rated their income as unsatisfactory when compared to their partner's income, as opposed to women with university education (12%), and vice versa, a higher percentage of satisfied women was found among highly educated women (31%) compared to 5% of satisfied women with elementary education. The causes and correlations of these results need to be further investigated.

As far as the differences by regions are concerned, we notice that the women from Belgrade (31%) assessed to a greater extent that their income was satisfactory when compared to their partner's income, followed by women from Western Serbia (25%), Vojvodina (21%) and Southern and Eastern Serbia (13%).



5. RESEARCH RESULTS

When it comes to men, 36% of men rated their income as satisfactory, while 9% rated it as unsatisfactory when compared to their partner's income.

Table 14 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Very unsatisfactory	2	0	0	4	2	5	3	0	3	1	4	0	5	1
Unsatisfactory	7	0	0	9	14	8	8	29	7	5	11	13	5	1
Neither satisfactory nor unsatisfactory	15	6	14	15	16	14	28	14	15	16	9	18	19	13
Satisfactory	25	3	29	25	33	30	25	7	24	30	22	18	23	36
Very satisfactory	11	6	11	11	10	19	11	21	12	8	13	10	10	12
I cannot evaluate	6	6	4	13	4	3	6	0	4	11	18	1	6	3
I have no partner	32	79	43	24	22	22	19	29	35	28	22	39	32	33
Total	100													

As for regional differences, it is noticeable that men from Western Serbia (48%) assess their income as more satisfactory when compared to their partner's income, as opposed to men from Belgrade (35%), Vojvodina (28%) and Southern and Eastern Serbia (33%). Also, we notice that 29% of men with a lower level of education assess their income as unsatisfactory compared to their partner's income, while men with a higher level of education share this opinion to a far lesser extent.

According to the comparative presentation, there is a disproportion in the satisfaction with one's own income in relation to the partner's income, where women (21%) are significantly more dissatisfied than men (9%). Territorially, only in Belgrade are men less satisfied with their income compared to their partner's income, indicating greater access to better paid jobs for women in the capital, which is to be expected, given the significant difference in economic development compared to other parts of the country and the fact that it is an administrative center with the largest number of state bodies and higher employment rate of women in the public sector in this region.

5.4 Household chores

How much time do you spend doing routine household chores per day? (ironing, cleaning, washing, cooking, grocery shopping, tidying up, caring for a pet, etc.)?

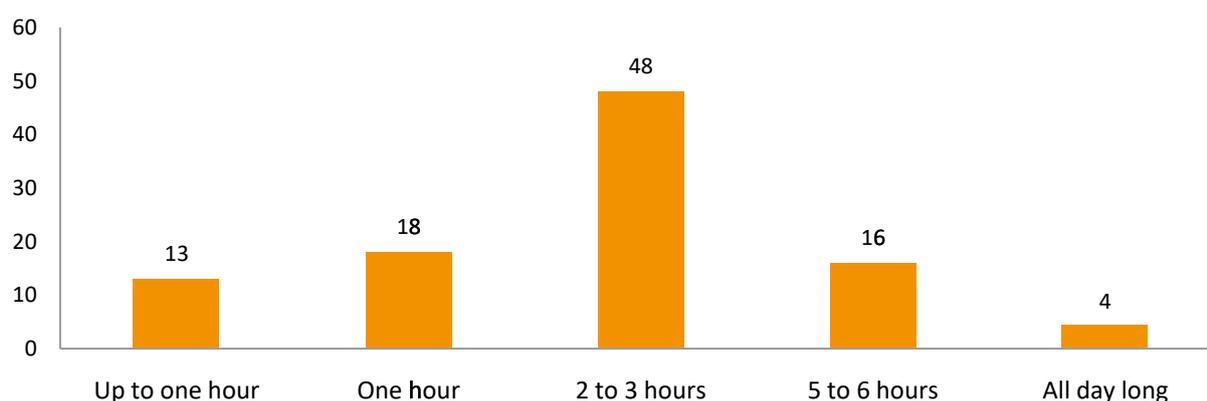
One of the most important segments of the research is estimating the amount of time women spend doing household chores. The findings of this research show that almost half of women (48%) spend two to three hours a day doing routine household chores. Next, 18% of women spend one hour, 16% spend five to six hours, while 13% of women spend less than an hour a day doing household chores. Only 4% of women said that they do various household chores all day.

5. RESEARCH RESULTS

Answer	Total (%)	Age						Level of education				Region			
		18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Up to one hour	13	31	18	15	8	2	6	5	10	18	23	10	17	6	
One hour	18	31	33	10	10	10	21	24	15	21	27	20	6	21	
2 to 3 hours	48	33	38	59	56	52	42	19	51	49	42	54	44	50	
5 to 6 hours	16	6	11	14	22	27	19	24	19	12	6	14	22	20	
All day long	4	0	0	2	5	10	13	29	5	1	2	2	10	3	
Total	100														

When it comes to age differences, it was noticed that the women aged 18 to 24 in a higher percentage (31%) than members of other age groups said that they spend up to one hour doing household chores. In addition, it was noticed that the largest percentage of women aged 60 to 65 estimated that they do routine household chores all day - 13%.

As for the differences in the educational structure, the conclusion is that the women with elementary education in a much higher percentage do household chores all day - 29% - compared to the women who have secondary education (5%) or university education (1%), which are data that to some extent coincide with data related to childcare. Women from Belgrade, to a greater extent than women from other regions, perform routine household chores for up to one hour or one hour a day - a total of 50%.



When asked how much time they spend doing routine household chores, almost half of the men in this sample said that they spend up to one hour a day doing such chores, and 27% spend one hour. One-fifth of the men spend approximately two to three hours cleaning the house, washing, ironing, and cooking.

5. RESEARCH RESULTS

Table 15 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Up to one hour	49	65	54	40	45	43	53	29	54	42	44	37	53	58
One hour	27	26	21	31	25	32	22	43	24	30	29	27	21	31
2 to 3 hours	19	6	25	25	16	16	25	21	18	22	18	27	23	9
5 to 6 hours	2	0	0	2	4	5	0	0	3	1	4	4	0	0
Other	3	3	0	2	10	3	0	7	2	5	4	4	3	1
Total	100													

Younger men up to the age of 24 spend less time doing household chores compared to men of other ages, where two thirds of men do household chores for up to one hour a day.

The results of the comparative analysis give a clear picture that men spend significantly less time than women in doing routine household chores. As many as 76% of men spend one hour or less in performing these tasks compared to 64% of women who spend between 2 and 6 hours a day. In the 30-39 and 40-49 age groups, which are considered the most productive for both sexes, about 70% of men spend one hour or less doing routine household chores, compared to 75.5% of women who spend between 2 and 6 hours.

It is important to mention that the share of men who spend one hour or less a day doing household chores does not depend on the level of education, bearing in mind that in all three groups this percentage is above 70%.

Territorially speaking, men from the region of Western and Central Serbia spend by far the least time on routine household chores, bearing in mind that as many as 89% of men spend one hour or less a day doing chores.

The results suggest that there is an extremely large disproportion when it comes to unpaid work, which inevitably has consequences for the work-life balance disturbance among women.

Who makes sure that the routine household chores are done?

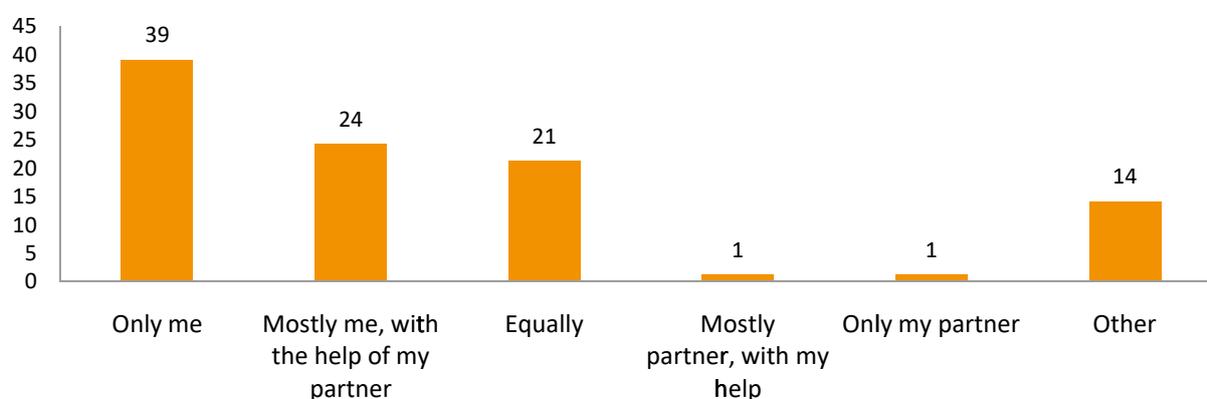
The next question for the respondents was who makes sure that the household chores are done. Two-fifths of women (39%) said that they are the only ones making sure that household chores are done, and this was the most common answer. Then, a quarter of women (24%) do the household chores with the help of their partner, and a fifth (21%) say that they perform the routine household chores together with their partners. Only 1% of women said that the partner independently or with their help makes sure that routine household chores are done.

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Table 16 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Only me	39	23	33	30	39	56	67	71	47	27	19	50	47	37	
Mostly me, with the help of my partner	24	17	22	31	30	25	10	10	20	31	27	26	18	26	
Equally	21	23	21	28	22	13	13	0	19	25	36	15	17	18	
Mostly partner, with my help	1	0	0	2	4	0	0	0	1	1	4	1	0	1	
Only my partner	1	0	1	0	0	0	2	0	1	0	0	0	0	2	
Other*	14	37	23	9	5	6	8	19	12	16	14	8	17	16	
Total	100														

Significant differences in responses are noticeable depending on the level of education of women. Women with elementary education in a significantly higher percentage state that they themselves make sure that routine housework is done (71%) compared to women with secondary education (47%) and university education (27%). In addition, none of the women with elementary education or without education said that they deal with the housework together with their partner, while this answer was given by 19% of women with secondary and 25% of women with higher education. These data lead to the conclusion that education is a significant factor influencing the adoption of cultural patterns in favor of an equal distribution of work between men and women, although there is a still dominant stereotypical notion of the role of women as a person in charge of household chores.

Looking at the differences by regions, the data show that women from Belgrade (19%) less often state that they are the only ones who deal with routine household chores compared to women from Western Serbia (37%), Southern and Eastern Serbia (47%) and Vojvodina (50%).



5. RESEARCH RESULTS

One fifth of the surveyed men said that they equally perform routine tasks around the house, while 26% said that female partner is mostly in charge of those tasks with their help. On the other hand, 12% said that they do not deal with household chores, while 18% said that they are in charge of household chores alone.

Table 16 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Only me	18	9	21	20	18	24	17	14	20	16	16	28	11	16	
Mostly me, with the help of my partner	5	0	4	7	10	5	0	7	4	6	7	6	5	3	
Equally	20	15	11	31	25	14	17	21	18	24	38	16	13	19	
Mostly partner, with my help	26	6	29	27	25	30	39	36	24	29	24	28	21	30	
Only my partner	12	3	4	9	16	19	22	7	14	11	11	4	26	9	
Other*	18	68	32	5	6	8	6	14	21	13	4	16	24	22	
Total	100														

The highest degree of equality in doing household chores is noticed among the respondents from Belgrade, bearing in mind that both men (38%) and women (36%) from Belgrade in this sample claim that they equally make sure that household chores are being done. When it comes to the men from Vojvodina, 28% of them do routine household chores, and the same percentage said that their partner is in charge of household chores, but with their help. It is interesting to note that, observed by levels of education, the answer that they equally do household chores was given by 21% of men and 0% of women with elementary education or with no education, while in the sample of women and men with higher education this answer was given by a similar percentage - 24% of men and 25% of women. Such data would need to be further examined in the context of the perception of what equal work means to men and women and how education affects perceptions of gender roles and gender equality.

How much time do you spend doing occasional housework on a monthly basis? (paying bills, doing small chores outside the house, garden maintenance, car maintenance, minor home repairs, etc.)

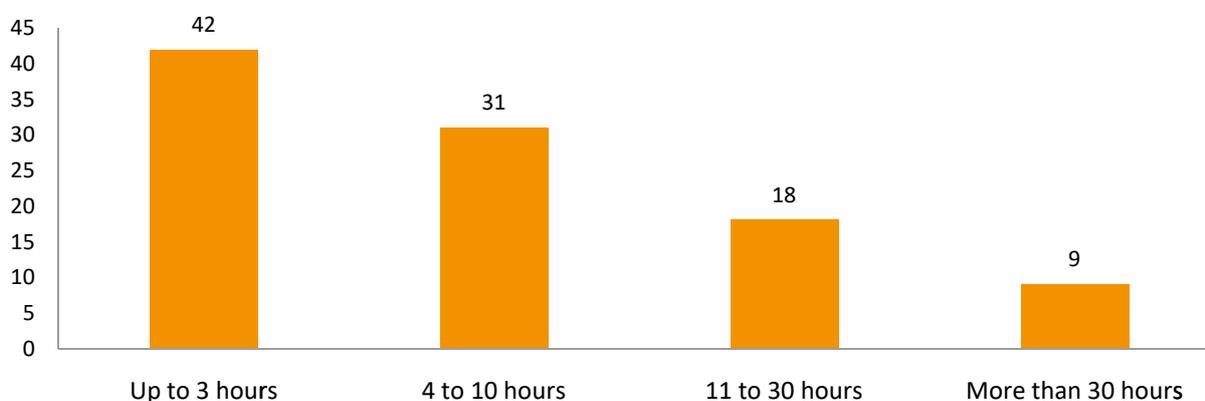
When it comes to the time women spend doing occasional housework on the monthly level, 42% of women said that they spend up to three hours on these activities, 31% spend between four and ten hours, and 18% of them spend from eleven to thirty hours per month. The smallest percentage of women, more precisely every eleventh woman (9%), said that they spend more than 30 hours a month in performing tasks of this type.

5. RESEARCH RESULTS

Table 17 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Up to 3 hours	42	58	48	44	33	33	40	38	41	44	48	31	46	46	
4 to 10 hours	31	27	29	33	33	31	31	24	30	33	33	32	18	40	
11 to 30 hours	18	13	19	15	22	19	19	19	20	16	10	23	27	10	
More than 30 hours	9	2	4	8	13	17	8	19	9	7	10	14	8	3	
Total	100														

Looking at the age differences, it was noticed that the women in the age group from 50 to 59 years in a higher percentage (19%) than the women from other age group state that they spend more than 30 hours in doing occasional housework. Women aged 18 to 24 in the largest percentage say that they perform these activities for up to three hours a month - 58%.

One-fifth of women with elementary education said that they spend more than 30 hours doing occasional housework, in contrast to women with a higher level of education who spend more than 30 hours per month on these activities in a significantly lower percentage (7%).



When it comes to men in this sample, two-fifths (43%) said that they spend up to three hours a month doing occasional activities such as paying bills, doing small chores outside the home, gardening, car maintenance. One third (33%) spend from 4 to 10 hours, and 16% from 11 to 30 hours. Only 6% of men said that they spend over 30 hours doing occasional jobs.

5. RESEARCH RESULTS

Table 17 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Up to 3 hours	43	62	43	35	39	49	36	50	43	42	44	40	37	49	
4 to 10 hours	33	24	32	40	27	32	42	21	33	35	29	37	24	40	
11 to 30 hours	16	9	21	20	20	5	19	21	17	14	18	15	24	9	
More than 30 hours	6	3	4	5	10	11	3	7	6	6	9	6	11	0	
Other	2	3	0	0	4	3	0	0	1	3	0	1	3	1	
Total	100														

Men from Southern and Eastern Serbia spend the most time doing occasional household chores. A quarter of them spend between 11 and 30 hours, and every ninth man spends more than 30 hours a month doing occasional household chores.

The comparative analysis shows a high degree of balance when it comes to doing occasional household chores, which indicates to a harmony in the choice and agreement about doing these necessary activities.

Who makes sure that the occasional housework is done?

The answers to the question of who makes sure that occasional housework is done are somewhat more optimistic than the data relating to routine household chores. Namely, 30% of women said that they make sure by themselves, 27% share this burden with a partner, and 16% mostly do it by themselves but with the help of a partner. Every eighth woman said that the partner is mostly in charge of occasional household chores. Only 2% of the surveyed women said that only the partner makes sure that these activities are being done.

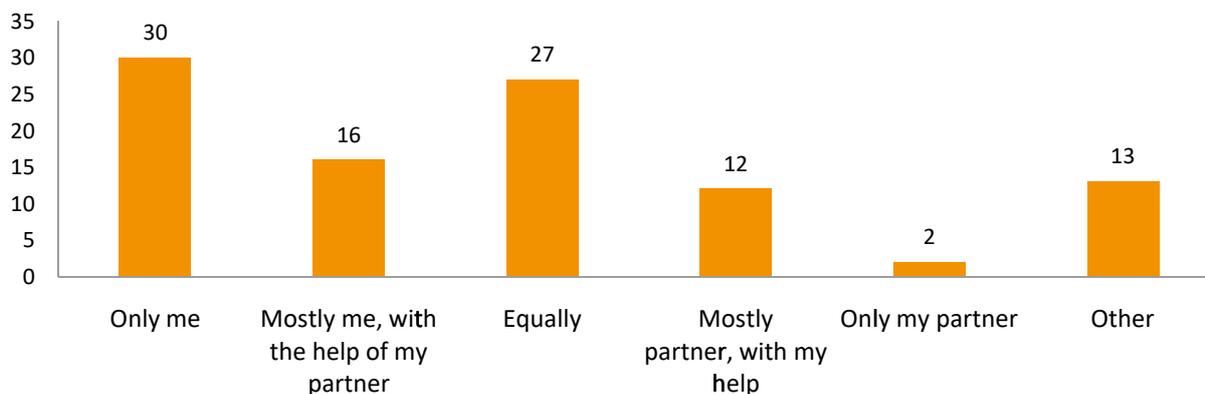
5. RESEARCH RESULTS

Table 18 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Only me	30	17	29	25	23	42	54	57	35	20	16	41	30	29	
Mostly me, with the help of my partner	16	10	19	20	19	15	4	5	15	18	18	23	12	11	
Equally	27	23	25	34	33	21	17	14	23	34	42	19	26	24	
Mostly partner, with my help	12	10	5	13	16	13	13	0	12	13	7	8	12	19	
Only my partner	2	0	0	1	3	6	6	0	2	2	2	1	4	2	
Other	13	40	22	6	6	2	6	24	13	12	14	8	15	15	
Total	100														

Looking at the age differences, it was noticed that the women in the age group 60-65, to a greater extent than the women from the younger age groups, said that they are the only ones that make sure that occasional housework is done - 54%, while the percentages for the age group 30-39 and 40-49 are lower by half. The mentioned data may be a consequence of generational differences, i.e. changes in the perception of gender roles in the distribution of household chores among men and women, but also the largest share of widows in this age group.

As for the difference in the level of education, it is noticed that the women with elementary (57%) and secondary education (35%) in the largest percentage independently take care of occasional household chores, while the women with higher education (34%) in the largest percentage say that these activities are shared equally with the partner.

The analysis of the answers by regions shows that the women from Belgrade in the lowest percentage (16%) and the women from Vojvodina in the highest percentage (41%) independently take care of occasional household chores. Also, women from Belgrade, to a greater extent than women from other regions, perform occasional household chores equally with their partner - 42%.



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As for the men in this sample, a quarter of the men (25%) said that they do housework equally with their partner. Unlike routine household chores, where 26% of men said that their partners do these chores with their help, the percentage in this case has decreased to 15%. Furthermore, 7% of them said that they do not take care of occasional household chores, and 25% said that they are in charge of these activities, which means that a higher percentage of men deals with occasional chores compared to regular household chores.

Table 18 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Only me	25	18	21	25	27	27	28	21	26	24	22	31	26	19
Mostly me, with the help of my partner	12	0	11	16	16	11	14	0	11	16	11	7	11	18
Equally	25	18	14	35	31	24	19	29	22	30	42	16	18	30
Mostly partner, with my help	15	3	21	16	12	19	19	29	15	13	18	24	10	9
Only my partner	7	3	4	0	12	11	14	7	7	6	2	6	15	4
Other*	16	59	29	7	2	8	6	14	19	10	4	15	21	19
Total	100													

Based on a comparative analysis by regions, we may notice that 31% of men from Vojvodina said that they are in charge of occasional household chores, while in other regions the percentage of men is lower. Thus, two fifths of men from Belgrade (42%) said that they deal with occasional housework equally with their partner. Also, 15% of men from Southern and Eastern Serbia do not participate in occasional household chores at all.

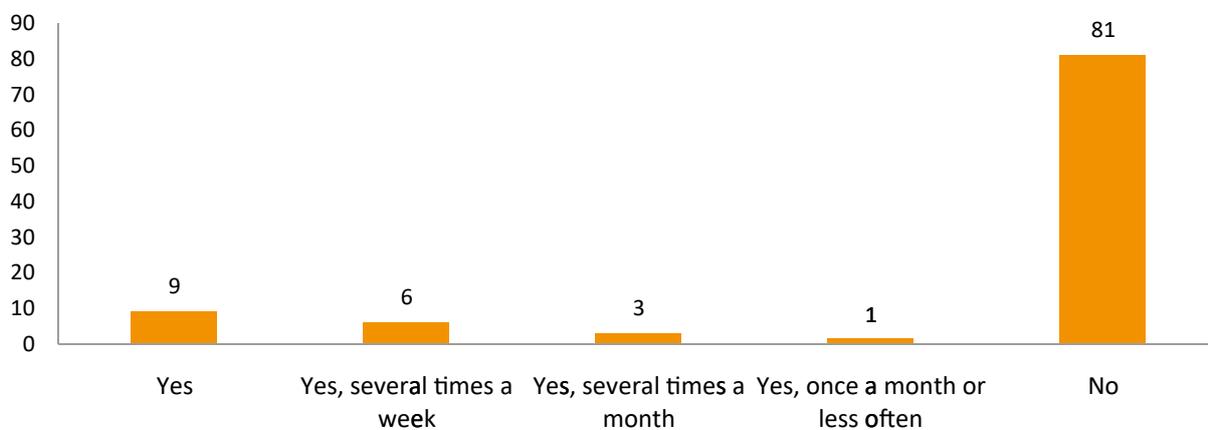
Do you tend to an older or seriously ill family member?

When asked whether they tend to an older sick family member, the majority of women said no - 81%. Every eleventh woman (9%) tends to an older or sick family member almost every day.

5. RESEARCH RESULTS

Table 19 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes, almost every day	9	8	4	3	16	13	15	19	7	10	7	11	9	10	
Yes, several times a week	6	8	3	3	6	10	8	5	7	5	6	5	5	8	
Yes, several times a month	3	2	3	1	6	6	0	0	4	2	4	2	6	1	
Yes, once a month or less often	1	0	1	1	3	2	0	5	1	1	0	1	3	1	
No	81	83	89	91	68	69	77	71	80	82	83	82	77	81	
Total	100														

Women with elementary education in a higher percentage (19%) than the women with higher education (10%) and secondary education (7%) tend to an older or sick family member on a daily basis.



5. RESEARCH RESULTS

Table 19 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes, almost every day	9	9	7	5	14	14	6	7	9	10	0	16	10	7	
Yes, several times a week	3	0	4	4	2	5	3	7	3	3	7	1	3	1	
Yes, several times a month	5	3	4	5	8	5	3	7	4	6	11	3	5	3	
Yes, once a month or less often	1	0	4	0	0	3	0	0	1	1	0	1	2	0	
No	82	88	82	85	76	73	89	79	84	80	82	78	81	88	
Total	100														

A total of 82% of men do not tend to an older or seriously ill family member, while 18% tend to an elderly or sick person. Of these, 9% tend to an elderly or sick person every day, 3% multiple times a week, and 5% multiple times a month.

5.5 Professional life

Have you been asked about your marital or family status in the process of employment/promotion?

The first question in this segment referred to the existence of the practice of asking questions about marital or family status in the process of recruitment or promotion. Most of the surveyed women answered that they were not asked questions of this kind - 80%. In contrast, a fifth (20%) said that their employers asked them questions relating to their family and marital status, which shows that this discriminatory practice is widespread, as evidenced by previous reports and research of the Commissioner for the Protection of Equality that relate to the position of women in the field of labor and employment.⁴³

⁴³ More about this at: <https://bit.ly/3ysJZHo>

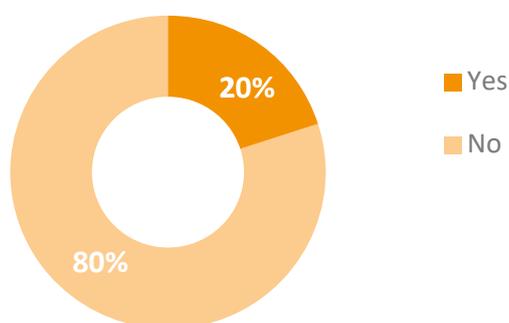
5. RESEARCH RESULTS

Table 20 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	20	17	16	27	28	13	8	11	20	22	24	20	21	16
No	80	83	84	73	72	87	92	89	80	78	76	80	79	84
Total	100													

Looking at the educational structure, it may be noticed that women who have secondary (20%) or higher level of education (22%) were asked these questions more than women who only have elementary education - 11%.

It is interesting to note that women aged 60 to 65 mostly (92%) said that they did not experience this practice during employment or promotion, which to some extent can be linked to the socio-political context in the early stages of their careers.

As for the differences by regions, the data show that questions relating to marital and family status in the process of employment and promotion at work were mostly asked to women from Belgrade - 24%, and the least to women from Western Serbia - 16%.



When asked whether they were asked questions about their marital and family status in the process of employment/promotion, every ninth man answered in the affirmative (11%), while 89% said that they were not asked such questions.

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Table 20 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	11	6	11	15	12	11	6	0	8	16	21	8	9	8
No	89	94	89	85	88	89	94	100	92	84	79	92	91	92
Total	100													

It may be noticed that questions about their marital and family status during hiring process were mostly encountered by men with higher education (16%), as well as by men from the Belgrade region (21%).

In comparison, the data show that questions relating to marital and family status are asked to both women and, to a lesser extent, to men, mostly to those with higher level of education, mostly in the Belgrade region, and when it comes to age groups, the questions relating to marital and family status were mostly encountered by both men and women in the age group between 30-50 years of age. This is important data from the aspect of negative demographic tendencies in the Republic of Serbia, which include primarily negative natural growth and emigration of young people from the country, but also indicates the need for further examination of the importance and use of this data, since in the public, these questions are more often associated with women, especially at a younger age, but also women are the ones who report such cases more often.

What questions relating to your marital and family status were you asked in the process of recruitment/promotion at work?

Women were asked some of the following questions:

- Do I plan to have children and when?
- Is there anyone to look after my child in case he/she falls ill and I cannot be absent from work?
- Do I have children, and do I plan children?
- How old are the children, and will I be able to do the job?
- Am I planning more children?
- Am I married?
- How many children do I plan to have?
- How long have I been married?
- Would it be a problem for me to stay longer at work?
- Who do I live with?

Men said that they were asked the following questions during the recruitment or promotion process:

- Do I have a wife and children?
- Do I plan children?
- Am I married?
- Who do I live with?
- What kind of relationship do I have with my parents?

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The nature of the questions described in the statements of the respondents indicates that employers tend to ask forbidden questions during employment interviews, as well as that it is possible that they are making decisions based on the answers received, which indicates a high probability of discrimination in the employment process and a violation of positive legal regulations.

Were you provided with flexible employment conditions in the form of absence from work due to family emergencies, flexible working hours, transition from full-time to part-time work, the possibility of working from home, etc.?

When asked whether they were provided with flexible working conditions, slightly more than a half of women said no - 52%. Other women said that they were absent from work due to family emergencies - 37%, that they had changeable working hours - 14%, that they could work from home - 13%. Every thirteenth woman (8%) said that she switched from full-time to part-time work.

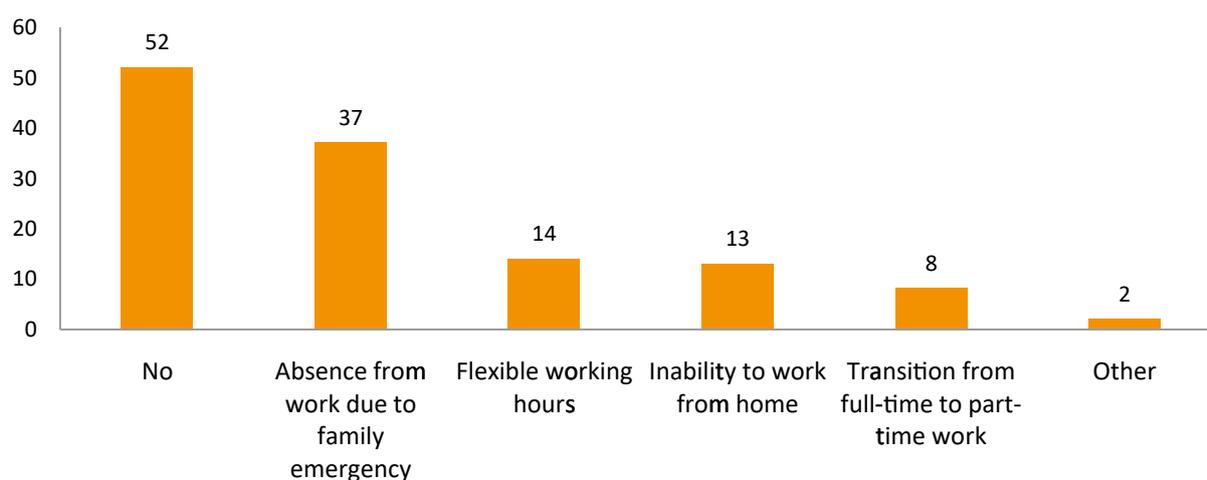
Table 21 (women)		Age						Level of education				Region		
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Absence from work due to family emergency	37	38	29	30	42	46	46	26	37	39	42	47	33	29
Flexible working hours	14	17	26	10	10	13	8	16	14	13	25	16	10	7
Transition from full-time to part-time work	8	7	6	8	10	12	4	5	7	8	6	8	11	6
Inability to work from home	13	24	18	12	13	8	4	0	6	22	29	10	16	0
Other	2	4	3	3	1	0	2	5	2	2	3	3	2	1
No	52	73	50	57	46	43	40	70	55	46	36	46	58	64

Looking at age differences, the data show that more women in the age group from 18 to 24 said that they were not provided with flexible working conditions - 73%, when compared to older women.

Women who have a higher level of education in a higher percentage than women with lower levels of education had the opportunity to work from home - 22%, while women who have only the elementary education in the highest percentage said that they did not have the possibility of flexible employment - 70 %.

As for the difference by regions, it was noticed that the women from Western Serbia in the highest percentage (64%) and the women from Belgrade in the lowest percentage (36%) said that they are not provided with flexible working conditions by their employer.

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Two thirds of men said that they were not provided with a flexible work conditions (67%), a quarter of the men were allowed to be absent from work due to family emergencies (25%), and every ninth man was provided with flexible working hours (11%). In this sample, 8% of men were given the opportunity to work from home, while 4% switched from full-time to part-time work.

Table 21 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Absence from work due to family emergency	25	19	25	25	24	22	31	17	24	28	26	25	28	21	
Flexible working hours	11	13	11	18	12	8	0	0	10	14	31	5	7	7	
Transition from full-time to part-time work	4	0	0	0	12	0	6	0	5	3	2	5	3	3	
Inability to work from home	8	13	11	9	6	8	3	0	5	13	26	5	5	0	
Other	2	0	7	0	2	3	0	8	2	0	0	3	2	2	
No	67	85	59	64	64	70	64	79	71	59	55	65	68	78	

There are noticeable differences by region when it comes to flexible working arrangements. Thus, men from Belgrade were given the opportunity to work more flexibly than others (45%). In Western Serbia, that number is far lower - 22%, in Vojvodina 35%, and in Southern and Eastern Serbia 32%. In Belgrade, a quarter of men were allowed to work from home, as well as to be absent from work due to family emergencies (26%), while 31% said that they had changeable working hours. Men outside the Belgrade region were mostly allowed to be absent from work due to family emergencies.

When comparing the data for men and women, it may be noticed that the women in this sample are allowed flexible working conditions in a slightly higher percentage, especially to be absent from

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work due to family emergencies and to transition from full-time to part-time work. Such data show some positive trends in the business culture, however the uneven rate of use of flexible working arrangements can also encourage gender inequality in the labor market to the detriment of women's opportunities for advancement. In addition, the data indicate that it is necessary to enable equal use of flexible work arrangements for men and women, in order to create conditions for equal participation in childcare and to establish business patterns that support fathers in childcare.

To what extent can you create work-life balance?

When asked to what extent they can create balance between professional and private obligations, half of the women (47%) said that they can to some extent, a quarter of the women (25%) said they can to a large extent, while 18% said that they can adequately harmonize private and business obligations. Only 2% of women cannot find this balance at all.

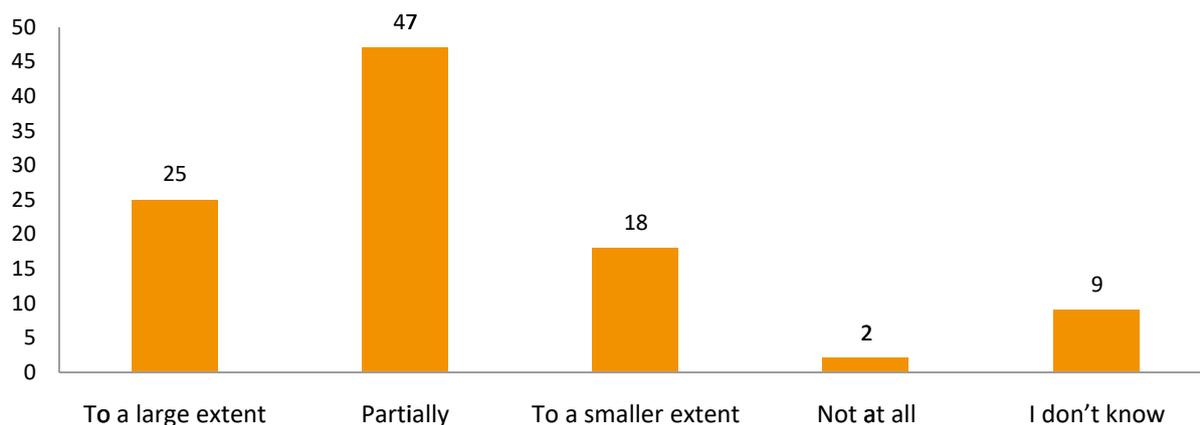
Table 22 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
To a large extent	25	27	22	22	19	31	35	43	25	23	22	32	15	28
Partially	47	38	58	49	47	46	33	19	44	53	49	43	52	43
To a smaller extent	18	13	15	18	28	15	17	29	18	17	18	14	24	18
Not at all	2	4	0	1	3	0	2	0	2	1	2	2	1	1
I don't know	9	17	5	10	4	8	13	10	11	6	8	9	8	10
Total	100													

Women with elementary education or with no education to a greater extent than women with a higher level of education manage to find balance between professional and private obligations - 43%.

In terms of age, women aged 40-49 have the most difficulty (28%) in finding balance between professional and private obligations, which is expected, given the fact that this is considered the most productive period of life and that according to the above data, in this age group, 47% of women spend more than 30 hours a week in childcare and 27% of them spend more than 5 hours a day doing routine household chores.

When it comes to regional differences, it may be noticed that women from Vojvodina (32%) in a higher percentage than women from Western Serbia (28%), Belgrade (22%) and Southern and Eastern Serbia (15%) believe that they mostly manage to find balance between professional and private obligations.

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When asked to what extent they manage to create balance between private and business obligations, a third of the surveyed men (34%) said that they mostly manage to create work-life balance, 40% said that they manage to maintain a balance to some extent, 13% said that they succeed to a lesser extent, and 3% fails to create balance between business and private obligations.

Table 22 (men)	Answer	Total (%)	Age						Level of education			Region			
			18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
To a large extent	34	38	46	27	31	38	31	21	30	44	33	40	18	43	
Partially	39	26	36	47	45	32	36	29	41	35	33	46	37	36	
To a smaller extent	13	12	0	16	16	16	14	7	15	11	20	6	21	9	
Not at all	3	0	0	4	4	5	3	14	1	4	4	3	5	0	
I don't know	11	24	18	5	4	8	17	29	13	5	9	4	19	12	
Total	100														

Looking at the differences by regions, it may be noticed that one third of men from the Belgrade region to a large extent manage to create balance (33%), two fifths of men from the region of Vojvodina (40%), 43% of men from Western Serbia, and only 18% of men from Southern and Eastern Serbia.

By comparing the results by gender, it may be concluded that a higher percentage of men manage to create a balance between private and business obligations. However, when looking at the respondents with elementary education, it may be noticed that twice the percentage of women than men states that they manage to create balance to a large extent and to some extent, although this group has the lowest percentage of employed women, which may indicate that this social group perceives social notions of gender roles as naturally given and unchangeable.

5. RESEARCH RESULTS

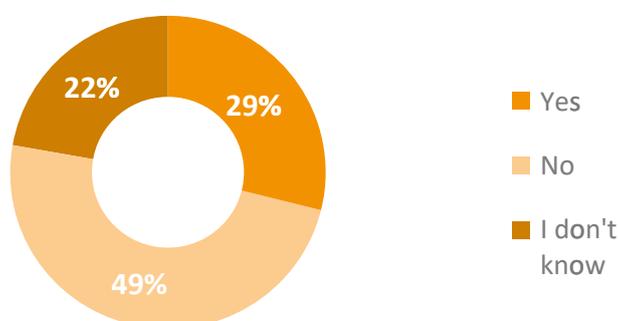
Have you thought about changing jobs in the last year?⁴⁴

When asked if they had thought about changing jobs in the past 12 months, 49% of women said no and 29% said yes.

Table 23 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes	29	25	45	39	28	13	10	19	31	29	37	26	36	19	
No	49	35	32	40	62	63	73	67	45	52	33	57	43	60	
I don't know	22	40	23	22	10	23	17	14	25	19	30	17	20	21	
Total	100														

When looking at the age of the women, the data show that the women in the age group 25 to 29 in a higher percentage than the women from other age groups thought about changing jobs in the last year - 45%. In addition, women who have elementary education were less likely than women with a higher level of education to consider changing jobs - 19%. The trend observed in women aged 40-65 who do not think about changing jobs may indicate the existence of awareness of a high risk of discrimination based on age, or multiple discrimination based on gender and age. This claim is supported by the fact that persons older than 50 are listed in the National Employment Strategy as a difficult-to-employ category.⁴⁵ In addition, the reason may be the fear of change, awareness of harder employability and that their opportunities to change jobs are reduced, especially in the case of women beyond the age of 50. On the other hand, one can also talk about job satisfaction and finally finding a suitable job, which certainly requires further examination.

As for the differences by regions, it may be noticed that the women from Belgrade (37%) and Southern and Eastern Serbia (36%) thought more about changing jobs than the women from Vojvodina (26%) and Western Serbia (19%).



⁴⁴ We wish to point out the Survey was conducted during the Covid-19 pandemics which may have affected the answers.

⁴⁵ "Official Gazette of the RS" No. 120/17

5. RESEARCH RESULTS

When asked about the change of the current job, 22% of the men said that they are thinking about such change, and 56% that they would not change the job at the moment. One-fifth of men (21%) were undecided about changing jobs.

Table 23 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	22	29	32	25	25	14	8	14	26	18	31	25	19	16
No	56	41	43	49	55	76	75	50	53	65	36	63	58	63
I don't know	21	29	25	25	20	11	17	36	22	18	33	12	23	21
Total	100													

As for men in the Belgrade region, a similar percentage would not change jobs (31% would / 36% would not), while a third are undecided (21%) about changing jobs in the near future. A quarter of men from the region of Vojvodina (25%) were thinking about changing jobs. Also, a fifth of men from Southern and Eastern Serbia (19%) and 16% from Western Serbia said that they thought about changing jobs.

In comparison, it may be noticed that the women from the region of Southern and Eastern Serbia (36%) in a significantly higher percentage compared to the men from the same region (19%) thought about changing jobs, which could potentially indicate differences in jobs available to women and men in this region, but also to gender differences in wages for work of equal value.

Do you think you could have achieved more in business aspect of your life?

The next question referred to the degree of satisfaction with success and career. Half of the surveyed women said that they could have achieved more, of which 23% said that they were not sorry, and 27% that they were sorry that they did not achieve more in their careers. One third of the women believe that they could not achieve more in business. Slightly less than a fifth of the surveyed women did not answer this question - 17%.

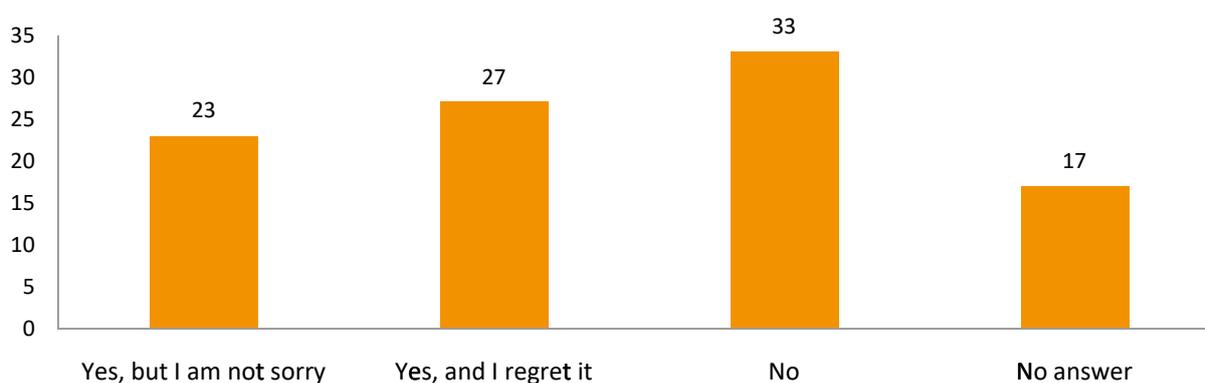
5. RESEARCH RESULTS

Table 24 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes, but I am not sorry	23	13	25	20	25	25	27	10	20	28	37	17	21	18
Yes, and I regret it	27	17	22	32	34	29	21	19	28	27	25	24	36	22
No	33	25	36	29	30	38	44	57	37	25	12	44	24	46
No answer	17	44	18	18	10	8	8	14	15	20	25	14	18	13
Total	100													

Looking at the differences in age, it may be noticed that the women in the age group 60 - 65 (44%) said in a higher percentage that they do not think that they could have achieved more in work compared to the younger women.

Women who have a higher level of education (55%) believe in a higher percentage that they could have achieved more in their careers than women with a lower level of education.

As for differences by regions, the data show that women from Belgrade in a higher percentage than women from other regions thought that they could have achieved more in business - 62%. In addition, the most women from the region of Southern and Eastern Serbia (36%) said that they regret that they did not achieve more in business.



Half of the men believe that they could have achieved more in business. Among them, 24% do not regret it, and 27% regret that they did not achieve more in business. A total of 36% of men said that they could not have achieved more than they did.

5. RESEARCH RESULTS

Table 24 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes, but I am not sorry	24	15	21	31	20	27	25	21	22	27	27	18	23	28	
Yes, and I regret it	27	15	21	22	33	32	33	21	30	22	24	30	26	25	
No	36	29	43	40	35	38	31	36	32	43	27	49	29	36	
No answer	14	41	14	7	12	3	11	21	16	9	22	3	23	10	
Total	100														

Half of the men from Vojvodina (49%), a third from Western Serbia (36%), 29% from Eastern and Southern Serbia and 27% from Belgrade agree that they could not have achieved more at work. There is no difference by region in the percentage of men who regret not achieving something more in their careers.

5.6 Professional life consequences

The next segment of questions referred to the consequences on the professional life of the respondents.

Have you ever had to give up a business trip or professional training due to family obligations?

When asked if they ever had to give up business trip or professional training due to family obligations, the majority of women said that they did not - 70%, while 30% of women said that they did.

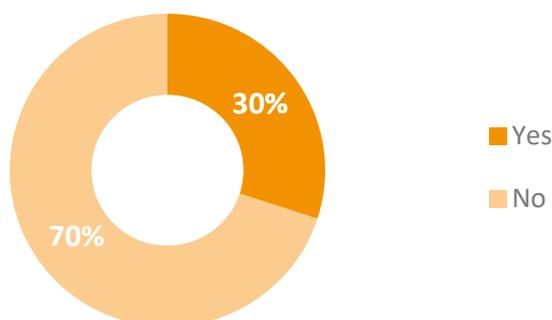
Table 25 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes	30	12	19	27	46	37	40	29	28	32	29	36	34	20	
No	70	88	81	73	54	63	60	71	72	68	71	64	66	80	
Total	100														

When looking at the age differences, it may be noticed that the women in the age group of 40 to 49 said in the highest percentage that they had to give up business trips or professional training due to family obligations - 46%, which can be linked to the percentage of women with children which is significantly higher in this age group, compared to the previous group of 30-39 (by 25 percentage

5. RESEARCH RESULTS

points), as well as to the fact that 47% of women in this age group spend more than 30 hours a week caring for children.

Women from Western Serbia, to a greater extent than women from other regions, said that they did not have to give up business trips or professional training due to family obligations - 80%. They are also a group of women who mostly said that grandparents help them with their children (71%), as well as that the preschool services are available to them, as many as 94%.



When it comes to men, 85% of men said that they did not have to give up business trips or professional training due to family obligations. However, every seventh man had to give up business obligations due to the family situation.

Table 25 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes	15	9	7	13	18	16	25	7	16	15	11	19	18	10	
No	85	91	93	87	82	84	75	93	84	85	89	81	82	90	
Total	100														

Furthermore, almost 20% of men from the region of Vojvodina and Southern and Eastern Serbia had to give up business and professional training due to family obligations.

A comparative analysis shows that a significantly higher percentage of women had to give up business trips or professional training, and this difference is the most pronounced at the ages of 40-49 and 50-59.

Taking into account the above data, it is clear that the failure to attend professional training has negative consequences for women's careers, and also contributes to more difficult advancement in at work.

Have you ever received a lower salary due to the inability to perform all work obligations?

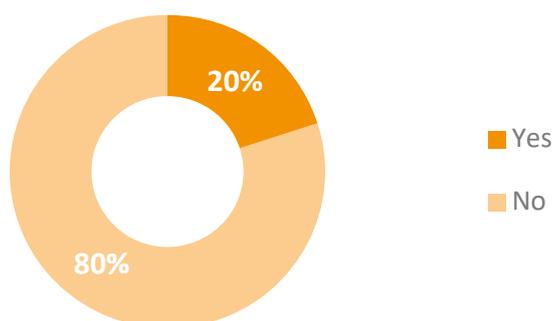
One fifth of the surveyed women (20%) said that there were cases when they received a lower salary due to their inability to perform all of their work obligations.

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Table 26 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	20	12	11	14	32	29	29	29	20	20	14	23	27	16
No	80	88	89	86	68	71	71	71	80	80	86	77	73	84
Total	100													

Women with an elementary level of education (29%) said yes to this question in a slightly higher percentage compared to women with a higher level of education (20%).

Observed by regions, women from Southern and Eastern Serbia (27%) predominantly said that they received a lower salary due to their inability to perform work obligations, compared to women from other regions.



When asked whether men have ever been in a situation to receive a lower salary due to the inability to perform all of their work duties, 15% of them answered yes, while 85% of men have never been in such a situation.

Table 26 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	15	6	14	18	22	8	17	29	14	15	31	13	13	7
No	85	94	86	82	78	92	83	71	86	85	69	87	87	93
Total	100													

5. RESEARCH RESULTS

Almost a third of men from Belgrade (31%) received a lower salary due to their inability to perform all of their work obligations, while men from other regions described somewhat different experiences. In Vojvodina and Southern and Eastern Serbia, 13% received a lower salary, and in Western Serbia 7% of men got lower salary.

Men with elementary education were more likely to receive a lower salary due to their inability to perform all their work obligations compared to men with secondary (14%) and higher (15%) education.

Comparing the data according to gender, we come to the conclusion that women have encountered this phenomenon to a somewhat greater extent compared to men (20% vs. 15%). On the other hand, it is interesting that in this sample, men from Belgrade region were significantly more likely than women from this region to have their salaries reduced due to non-performance of their work tasks, while this phenomenon is more prevalent among women in all other regions of the country.

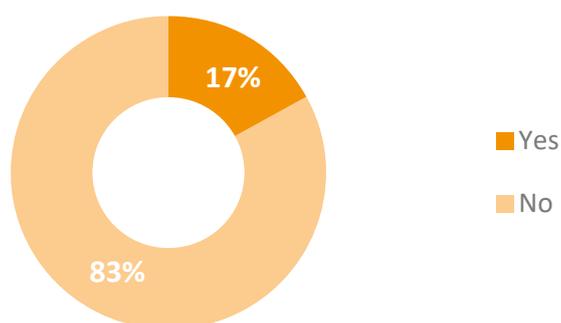
In addition, when we talk about age groups, salary reductions are more frequent among men aged 18-24 and 25-29, after which the situation changes to the detriment of women.

Have you ever refused to advance at work because of family obligations?

When asked if they ever refused to be promoted at work due to family obligations, 83% of the women said that they did not, and 17% said that they did.

Table 27 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	17	8	11	17	24	21	21	10	17	18	22	20	21	7
No	83	92	89	83	76	79	79	90	83	82	78	80	79	93
Total	100													

The surveyed women aged 40 to 49 said yes to this question to a greater extent than the women from other age groups. The largest percentage of women who said that they did not refuse career advancement due to family obligations is from Western Serbia - 93%.



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On the other hand, as many as 90% of the surveyed men answered that they never refused promotion due to family, and every tenth men refused career advancement due to family obligations.

Table 27 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	10	3	4	11	16	8	11	7	8	13	24	7	8	3
No	90	97	96	89	84	92	89	93	92	87	76	93	92	97
Total	100													

In this case, the answers of the men from Belgrade also stand out. Namely, a quarter of men from Belgrade said that they refused promotion at work due to family obligations, while men from other regions refused promotion to a much lesser extent, less than 8% of men.

It may be noticed that in terms of the possibility of advancement, there is a greater sacrifice of women at the expense of their professional life, and this phenomenon is constant for all age and educational groups. The only exception to this tendency is the Belgrade region, where 24% of men refused to be promoted due to family obligations compared to 22% of women, which indicates that the Belgrade region has made the greatest progress in the real application of equality in the private sphere.

Have you ever experienced a conflict with your employer or with your colleagues over family responsibilities?

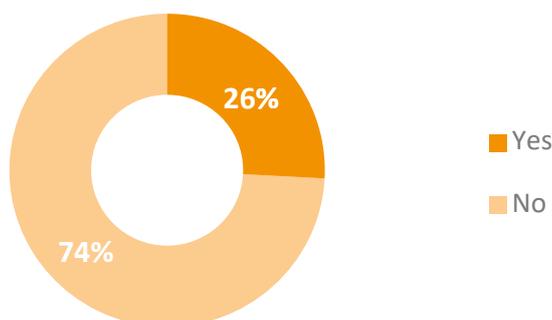
At the end of this segment, the respondents answered the question of whether they had ever experienced a conflict with their employer or colleagues due to family obligations. The majority of surveyed women said that they did not - 74%, while slightly more than a quarter of women (26%) experienced a conflict with an employer or colleagues due to family obligations.

Table 28 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Yes	26	10	22	29	32	33	25	29	30	21	17	23	34	27
No	74	90	78	71	68	67	75	71	70	79	83	77	66	73
Total	100													

5. RESEARCH RESULTS

When looking at the differences in the educational structure, we may see that a slightly lower percentage of women who graduated from college or university (21%) had a conflict with their employer or colleagues due to family obligations compared to women with lower level of education.

When it comes to regional differences, it may be noticed that women from Belgrade (17%) in the lowest percentage, and women from Southern and Eastern Serbia (34%) in the highest percentage experienced a conflict with an employer or colleagues due to family obligations.



One-fifth of men (19%) had a conflict with their employer or colleagues at work due to family obligations, while 81% of men said that they did not experience conflicts with colleagues and the employer as a result of family obligations.

Answer	Total (%)	Age						Level of education				Region			
		18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Yes	19	3	21	20	12	24	33	14	22	13	11	16	21	24	
No	81	97	79	80	88	76	67	86	78	87	89	84	79	76	
Total	100														

Men from Western Serbia (24%) had the most conflicts, followed by men from Southern and Eastern Serbia (21%), followed by men from Vojvodina (16%), and men from Belgrade had the least conflicts with employers due to family obligations (11%).

A comparative analysis of this segment also confirms the tendency for women to feel the negative consequences of pressure in performing family obligations to a greater extent (26% vs. 19%). The mentioned tendency is observed in all age and educational groups, with the exception of the age group 60-65 years, where men (33%) had more such experiences than women (25%), which should be further examined.

5. RESEARCH RESULTS

To what extent do you feel the consequences of the imbalance of family and business obligations (lack of time for yourself, insomnia and stress) from 1 to 5, where 1 stands for I do not feel the consequences at all, and 5 stands for I feel the consequences to a large extent

The respondents were then asked to assess the extent they felt the consequences of the imbalance between family and business obligations. One fifth of the surveyed women (21%) said that they did not feel the consequences at all. Every eighth woman (12%) feels the consequences of conflicts between family and business obligations to a large extent.

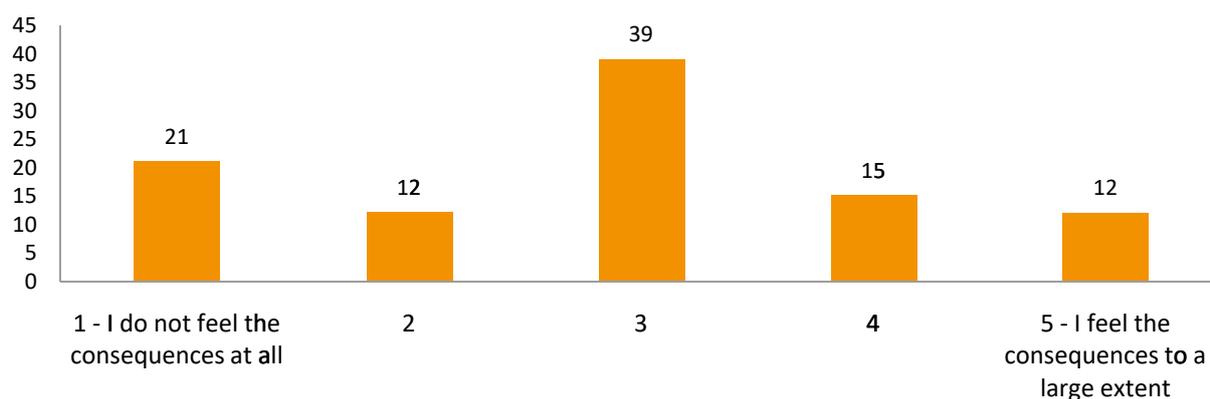
Table 29 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
1 - I do not feel the consequences at all	21	35	23	16	15	19	27	33	20	22	16	28	14	26
2	12	13	10	15	13	12	10	10	11	14	14	12	10	13
3	39	29	49	34	39	44	35	14	42	38	30	38	46	39
4	15	12	14	19	15	13	17	19	15	16	24	14	10	14
5 - I feel the consequences to a large extent	12	12	4	15	18	12	10	24	13	10	16	8	19	7
Total	100													

Looking at the age differences, it may be noticed that the women aged 18 to 24 in the highest percentage (35%), and the women aged 30 to 49 in the lowest percentage (15-16%) said that they do not feel the consequences of conflicts between family and business obligations.

Women with elementary education (24%) felt the consequences of conflicts between family and business obligations to a greater extent than women with secondary education (13%) and higher education (10%).

When it comes to regional differences, it may be noticed that women from Belgrade (16%) and Southern and Eastern Serbia (19%) feel more strongly the consequences of conflicts of family and business obligations than women from Vojvodina (8%) and Western Serbia (7%).

5. RESEARCH RESULTS



One third of the men (34%) in this research said that they do not feel the consequences of the imbalance of private and business life, as opposed to every tenth men who feels the consequences of the mentioned imbalance to a large extent.

Table 29 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
1 - I do not feel the consequences at all	34	59	39	29	24	24	36	36	34	32	24	46	18	42	
2	17	6	11	18	22	22	22	7	14	27	2	19	16	27	
3	28	21	29	31	22	32	36	36	30	24	20	25	42	24	
4	11	9	7	7	20	16	3	14	11	9	24	6	10	7	
5 - I feel the consequences to a large extent	10	6	14	15	14	5	3	7	11	9	29	3	15	0	
Total	100														

Territorially, 29% of men from Belgrade strongly feel the imbalance of family and business obligations, which is the highest percentage of men when we look at the percentages in other regions. Men from Vojvodina feel the least consequences of these obligations (46%), followed by men from Western Serbia (42%).

Three-fifths of men under the age of 24 believe that they still do not feel the conflict between private and business obligations, which is expected. The greatest consequences of the conflict are noticed by men aged 40 to 59.

A comparative analysis shows that women feel the consequences of the imbalance of business and family life to a somewhat greater extent in the form of lack of time, stress, insomnia, etc. (27% vs. 21%). Territorially, the region of Belgrade is again an exception, having in mind that as many as 13% more men than women said that they strongly feel the consequences of the mentioned imbalance.

5. RESEARCH RESULTS

How would you assess the balance between your family and business obligations, responsibilities and privileges?

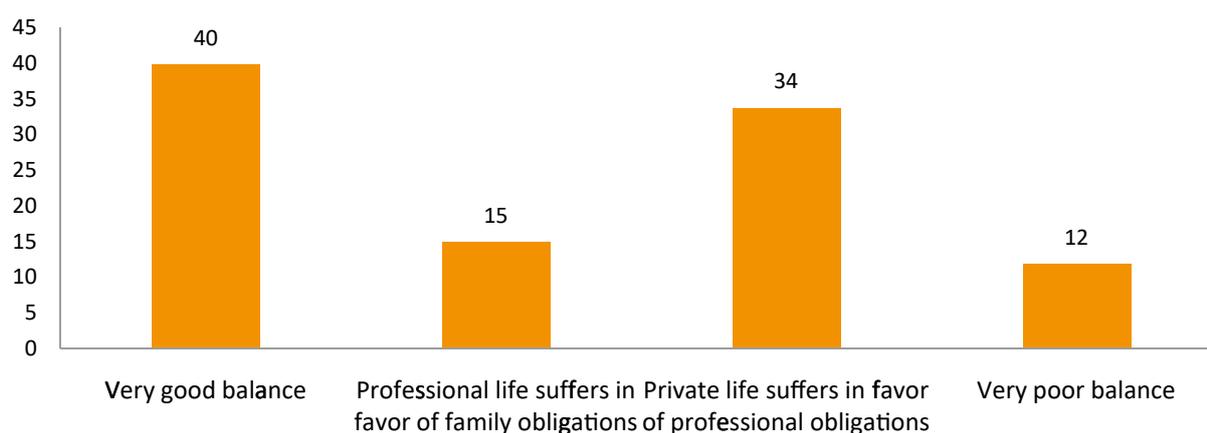
The surveyed respondents then assessed the balance of family and business obligations. Therefore, 40% of women said that there is a very good balance, one third (34%) believes that private life suffers in favor of professional obligations, while 15% think that professional life suffers in favor of family obligations. Every eighth woman (12%) said there is very poor balance of family and business obligations.

Table 30 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Very good balance	40	52	40	31	33	46	50	62	36	42	29	40	41	48
Professional life suffers in favor of family obligations	15	12	15	23	11	10	13	0	14	17	18	14	13	13
Private life suffers in favor of professional obligations	34	23	37	33	39	38	25	10	35	34	39	36	31	29
Very poor balance	12	13	8	13	16	6	13	29	14	8	14	10	14	10
Total	100													

Looking at the women's level of education, it may be noticed that the women with elementary education (62%) to a greater extent assess that there is a very good balance of family and business obligations compared to the women with secondary education (36%) and higher education (42%). The data obtained in relation to women with elementary level of education may indicate the possible acceptance of gender roles as necessarily given, but also the lack of a clear boundary between business and private obligations, bearing in mind that women from the mentioned educational group have the lowest employment rate.

When comparing the answers of the women by regions, it may be noticed that the women from Belgrade region in the smallest percentage - 28%, and the women from Western Serbia in the highest percentage - 48% said that there is a very good balance of family and business obligations. At the same time, the majority of women from Belgrade said that their private life suffers in favor of professional obligations (39%).

5. RESEARCH RESULTS



Half of the men said that they have a very good balance between family and private obligations, while 8% said that their professional life suffers in favor of family obligations. Also, as many as 34% believe that private life suffers in favor of professional obligations. Every fourteenth man (7%) mentions very poor balance of private and business obligations.

Table 30 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Very good balance	51	68	64	44	45	51	47	50	53	49	27	64	47	60	
Professional life suffers in favor of family obligations	8	0	0	7	14	5	17	0	5	14	13	3	10	7	
Private life suffers in favor of professional obligations	34	26	32	42	31	41	28	36	35	32	36	33	37	31	
Very poor balance	7	6	4	7	10	3	8	14	7	5	24	0	6	1	
Total	100														

In accordance with the answers to the previous question, the fact is that a quarter of men from Belgrade believe that there is a very poor balance of private and family obligations, while men from other regions still manage to balance private and business obligations to a greater extent. Furthermore, 64% of men from Vojvodina said they had very good balance, 47% from Southern and Eastern Serbia and 60% from Western Serbia. It may be noticed that the men from Vojvodina manage to create the balance to the greatest extent - 64%.

Two-fifths of men aged 30 to 39 and the same percentage of men aged 50 to 59 answered that in their case, private life suffers in favor of professional obligations (41%).

5. RESEARCH RESULTS

Comparatively, the tendency of women to have difficulty balancing private and business obligations is also evident in this segment. Thus, 12% of women state that their private and business obligations are very poorly balanced compared to 7% of men, while 15% of women said that their professional life suffers in favor of family, compared to 8% of men who also claim this, which indicates that the mentioned gap is an obstacle for women's career development, due to overwork and concessions on the business front in favor of family obligations.

Observed by regions, the exception is again the region of Belgrade, where men to a much greater extent said that they have a very poor balance of family and business obligations (24% of men versus 14% of women). In addition, a slightly higher percentage of women from the Belgrade region (29%) said that they had a very good balance of obligations compared to men (27%).

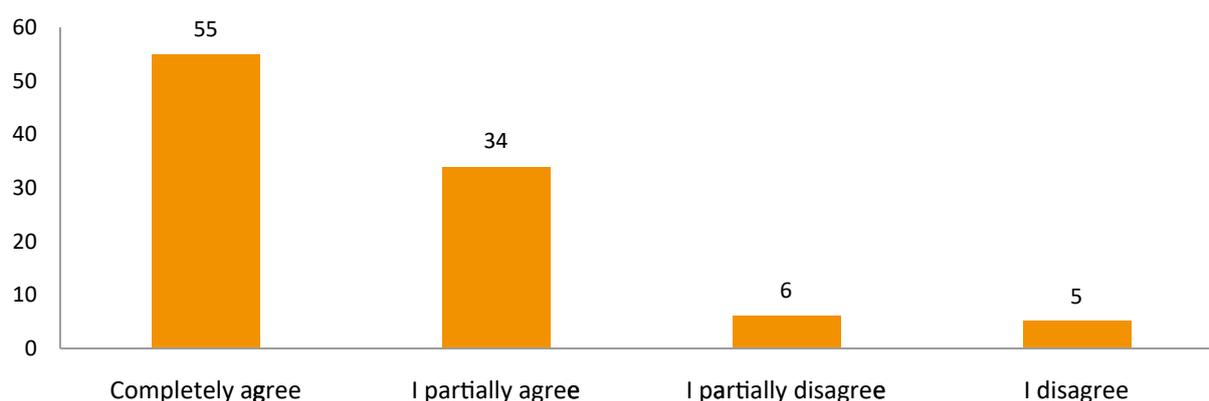
Do you think that women are more likely to face negative consequences for their professional life due to the inability to find work-life balance?

As many as 89% of women believe that women are more likely to face negative consequences for professional life due to the inability to find work-life balance, of which 55% of women fully agree with this statement. Every ninth woman (11%) disagrees with this statement.

Table 31 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Completely agree	55	44	53	56	65	50	58	81	58	49	47	48	59	66	
I partially agree	34	42	34	29	30	42	33	10	35	36	39	41	30	27	
I partially disagree	6	4	5	6	3	8	8	5	4	8	6	5	6	5	
I disagree	5	10	7	9	3	0	0	5	3	7	8	5	5	2	
Total	100														

Women from Western Serbia (66%) to a somewhat greater extent fully agree with the statement that women are more likely to face negative consequences for professional life due to the inability to find work-life balance compared to women from other regions in Serbia, which is contradictory, having in mind that the women from this region said in the smallest percentage that they felt the consequences of the imbalance of family and business obligations.

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Moreover, 86% of men agree that women are more likely to face negative consequences for their professional life due to the inability to find work-life balance, while only 15% disagree.

Table 31 (men)	Answer	Total (%)	Age						Level of education			Region			
			18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
	Completely agree	32	35	43	33	35	24	22	36	33	29	27	39	32	28
	I partially agree	54	53	36	51	51	62	67	50	54	53	51	52	47	63
	I partially disagree	8	3	11	4	10	11	11	0	9	8	7	7	11	6
	I disagree	7	9	11	13	4	3	0	14	4	10	16	1	10	3
	Total	100													

If we look at the differences by region, it is noticeable that 23% of men from Belgrade and 21% of men from Southern and Eastern Serbia do not agree with this statement, as opposed to 8% of men from Vojvodina and 9% of men from Western Serbia. When it comes to age differences, one-fifth of men aged 25 to 29 believe that women do not face negative consequences for their professional life due to the inability to find work-life balance.

There is a fairly unified position of both sexes on this issue, that women to a certain extent face negative consequences for their professional life, due to the inability to find balance between business and private life. Also, it is expected that men from the Belgrade region somewhat disagree with this statement, taking into account that previous results showed somewhat less balance of business and private life of men from this region compared to women.

5. RESEARCH RESULTS

Rate the following statements from 1 to 5, where 1 stands for I strongly disagree and 5 stands for I completely agree⁴⁶

In the next segment of questions, the respondents assessed the extent to which they agreed with the given statements.

“I am satisfied with the amount of time I spend with my family”

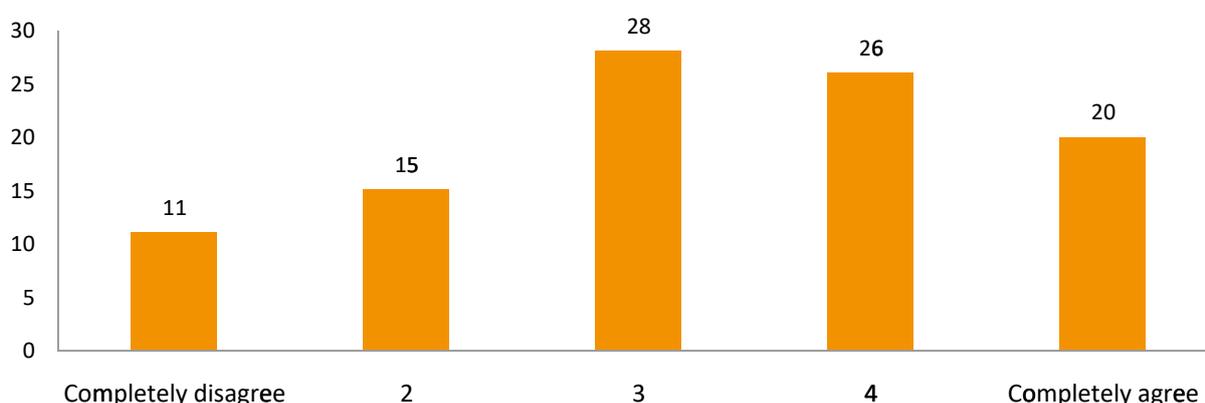
One fifth of the surveyed women (20%) are completely satisfied with the amount of time they spend with their family. One in every nine women (11%) does not agree with this statement at all.

Table 32 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	11	8	5	16	6	12	17	10	12	9	15	12	10	7
2	15	8	22	20	22	6	4	5	17	15	15	19	15	13
3	28	25	23	27	33	33	23	24	26	30	41	22	22	28
4	26	35	27	24	21	31	23	29	26	26	13	23	31	35
Completely agree	20	25	22	13	18	19	33	33	20	20	16	25	21	18
Total	100													

Looking at the differences in the age of the respondents, it may be noticed that the women aged 60 to 65 (33%) are completely satisfied with the amount of time they spend with their families when compared to younger women.

Also, women who have elementary education (33%) agree with this statement in a higher percentage than women who have a higher level of education.

As for the difference by regions, women from Vojvodina are more (25%) satisfied with the amount of time they spend with their families compared to women from other regions.



⁴⁶ Answer 2 - mostly disagree, answer 3 - indecisive, answer 4 - mostly agree

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Table 32 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	8	0	4	15	12	11	3	7	7	10	18	4	10	4
2	10	9	11	16	14	3	3	21	11	6	16	7	8	10
3	25	24	29	27	24	32	17	14	25	28	24	22	29	25
4	32	29	25	24	33	32	53	21	30	38	24	36	34	33
Completely agree	24	38	32	18	18	22	25	36	26	18	18	30	19	27
Total	100													

A total of 18% of men believe that they do not spend enough time with their family, while more than a half of men are satisfied with the amount of time they spend with the family (56%). Every ninth men from Vojvodina is not satisfied with the amount of time he spends with his family, while 66% of men are satisfied. Men from Belgrade are the least satisfied - 42%.

“My job has priority over my family and social life”

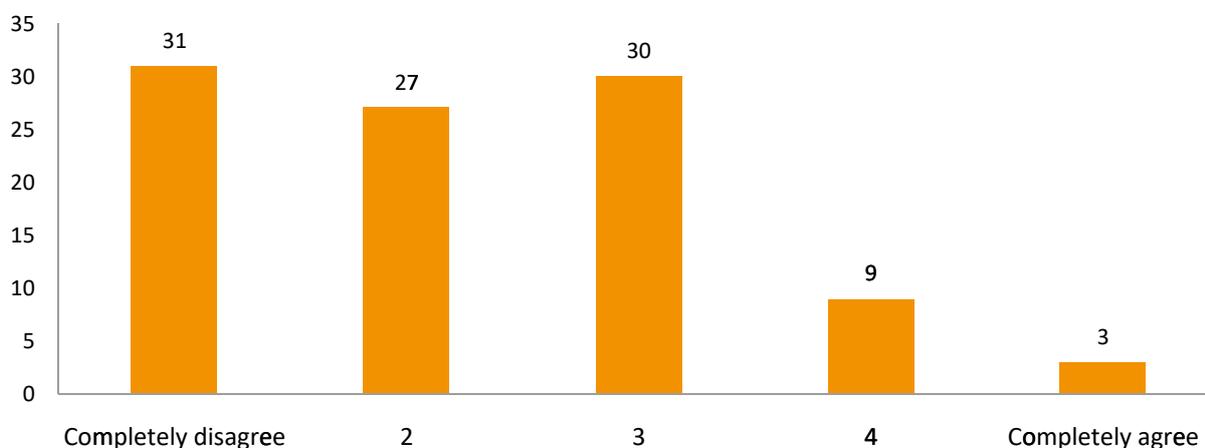
Only 3% of women fully agree with the statement that their job has priority over family and social life. Almost a third of the surveyed women (31%) do not agree with this statement at all.

Table 33 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	31	35	27	28	24	35	48	48	33	27	43	37	21	26
2	27	19	25	27	36	37	13	14	28	27	23	30	24	29
3	30	37	36	28	31	17	29	33	27	33	27	22	42	29
4	9	8	11	14	6	8	6	5	9	10	6	8	9	13
Completely agree	3	2	1	3	3	4	4	0	3	2	1	4	3	3
Total	100													

Almost half of the women with elementary education do not agree with this statement at all, while this answer was given by 27% of women with higher education.

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Women from Belgrade, in a slightly higher percentage than women from other regions, do not agree at all with the statement that their job has priority over family and social life - 43%.



One-fifth of men agree with the statement “My job has priority over my family and social life”, while one half (52%) of men has the opposite opinion.

Table 33 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Completely disagree	22	18	25	35	16	14	25	36	21	23	38	24	18	15	
2	30	26	29	22	33	35	36	14	31	30	24	24	32	37	
3	28	38	32	18	27	30	31	29	30	24	20	28	37	25	
4	13	9	14	20	14	11	6	21	9	18	9	15	10	16	
Completely agree	7	9	0	5	10	11	3	0	8	5	9	9	3	6	
Total	100														

If we look at the differences in attitudes by age, we may notice that men aged 30 to 49 put work in the first place more than others (25%). As for regional differences, men from Belgrade to a lesser extent agree with the given statement that their job has priority over family and social life (18%).

“I feel overwhelmed by the amount of tasks at work”

When it comes to assessing the level of burden of business obligations, the same percentage of women said that they do not agree at all and that they completely agree with this statement - 16%, with the percentage of women who agree with this statement being slightly higher.

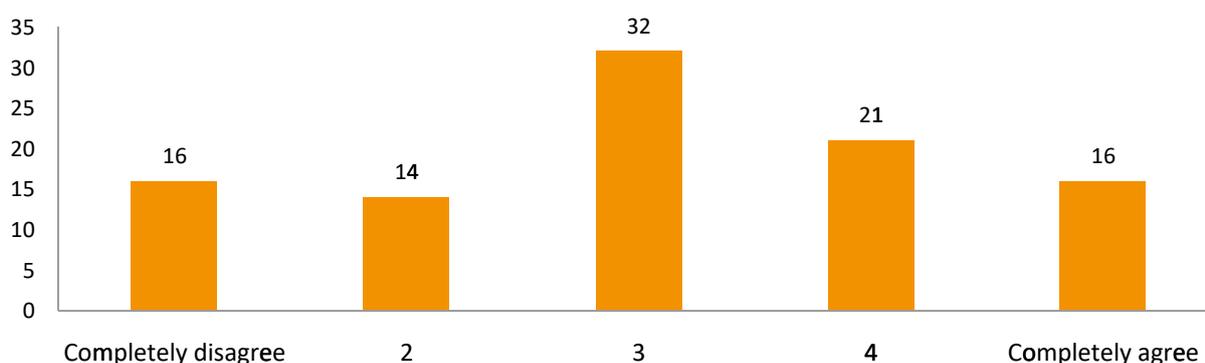
5. RESEARCH RESULTS

Table 34 (women)		Age						Level of education				Region		
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	16	19	15	15	10	21	23	29	15	16	22	25	5	13
2	14	27	15	9	13	15	8	14	14	13	12	14	19	11
3	32	33	34	32	27	38	31	19	31	35	30	25	40	34
4	21	12	25	17	28	21	25	24	22	20	18	23	21	23
Completely agree	16	10	11	27	22	4	13	14	17	15	17	14	14	19
Total	100													

When looking at the age differences, it may be noticed that about half of the women in the age groups from 30 to 39 years and from 40 to 49 feel to some extent overburdened by the amount of work at work.

Also, it was noticed that the women with elementary education do not agree with this statement at all - 29% compared to the women with a higher level of education.

As for regional differences, the data show that women from Southern and Eastern Serbia (5%) in a smaller percentage than women from other regions do not agree at all with the given statement.



Slightly more than a third of men feel overburdened at work (36%), while a similar percentage of men (33%) disagree with this statement.

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Table 34 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	16	32	7	13	12	11	22	36	15	14	20	22	11	10
2	17	15	29	13	24	14	14	0	20	15	16	24	10	19
3	31	29	32	35	22	27	42	29	28	37	29	28	34	31
4	19	3	18	22	24	30	11	29	18	19	20	15	21	19
Completely agree	17	21	14	18	20	19	11	7	20	15	16	10	24	19
Total	100													

The table shows that the men from Southern and Eastern Serbia are the most overburdened with their work (45%), while 36% of men from Belgrade feel overburdened. The men from Vojvodina are the least overburdened with the amount of work (25%).

When we compare the data for men and women, we notice that there is a uniform workload at work, which in combination with data obtained in relation to childcare and unpaid work means that on a daily and weekly basis, women work much more, mostly on unpaid jobs.

“Week has not enough hours for everything I want to do”

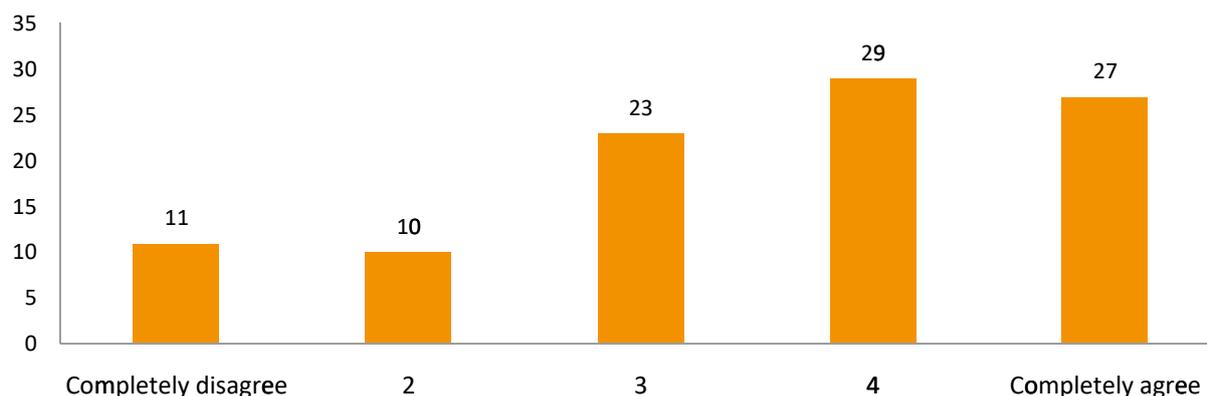
More than a half of the surveyed women (56%) agree to some extent with the statement that a week does not have enough hours for everything they want to do. Every ninth women (11%) does not agree with this statement at all.

Table 35 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	11	15	7	13	5	15	17	19	10	12	16	14	7	10
2	10	21	15	4	6	8	8	10	10	10	6	18	8	6
3	23	27	22	18	22	25	31	24	23	23	18	21	26	27
4	29	13	30	34	29	35	25	29	31	27	24	28	34	28
Completely agree	27	23	26	30	37	17	19	19	27	28	35	20	24	30
Total	100													

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The largest percentage of women who fully agree with this statement is between the ages of 40 and 49, which is also the group that to a greatest extent mentioned very poor work-life balance.

As for the difference by regions, women from Belgrade in a higher percentage than women from other regions fully agree that the week has insufficient hours for all the planned activities and obligations - 35%, which can be linked to the fact that women from this region in the largest percentage said that they spend more than 60 hours a week caring for children, as well as that their private life suffers in favor of professional obligations.



The statement "Week has not enough hours for everything I want to do" was found correct by 45% of men, while 26% of men did not agree with the statement.

Table 35 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Completely disagree	11	21	4	15	4	11	11	14	10	11	13	13	8	9	
2	15	6	29	18	16	11	14	29	13	18	22	22	8	10	
3	29	29	18	27	35	24	33	43	29	25	22	34	34	22	
4	24	18	18	18	29	32	31	0	26	25	22	12	31	33	
Completely agree	21	26	32	22	16	22	11	14	22	20	20	18	19	25	
Total	100														

Looking at the data according to age, the men aged 25 to 29 (50%) and aged 50 to 59 (54%) mostly agree with this statement.

When we compare the results by gender, we notice that in the age group 40-49, twice as many women completely agree with the statement that the week does not have enough hours for everything they want to do compared to the surveyed men, which coincides with the results saying that the women in this age group have the most difficulty in finding balance between professional and private obligations

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and that they feel the consequences of the imbalance between family and business obligations in the largest percentage. The obtained results indicate that women in this age group, due to the unequal distribution of care for children and other family members and unpaid work at home, are exposed to significantly greater pressure in the process of finding balance between business and private life both compared to men from this age group and in relation to women from other age groups.

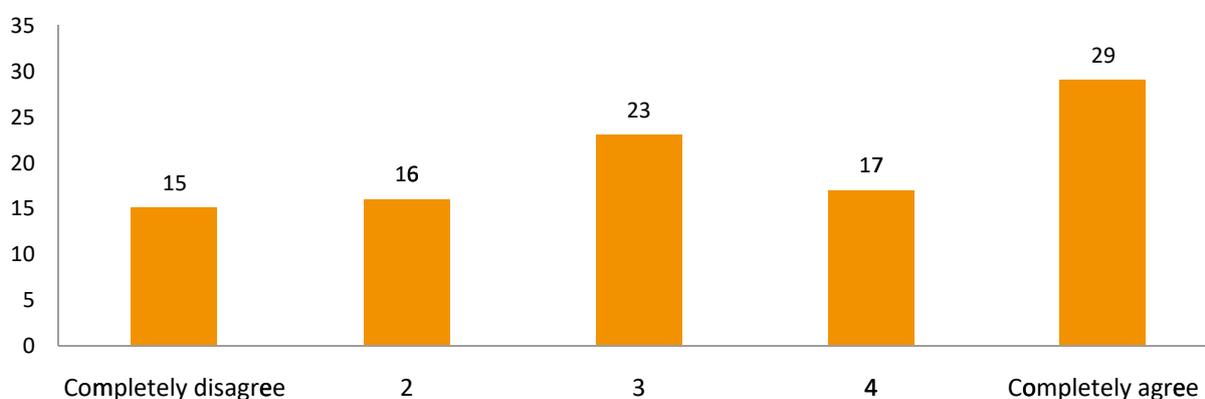
“I don’t do business outside of business hours”

Nearly a third of the surveyed women said that they have to deal with business obligations outside working hours to a certain extent, while 46% stated the opposite.

Table 36 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	15	10	12	18	17	19	10	10	10	21	24	22	9	6
2	16	27	18	18	13	19	0	10	13	21	23	18	17	8
3	23	25	23	19	28	17	29	14	25	23	15	19	32	27
4	17	10	19	15	14	15	29	29	19	12	11	20	18	16
Completely agree	29	29	27	29	28	29	31	38	33	23	27	22	23	43
Total	100													

When looking at the differences in the educational structure, it may be noticed that the women with a higher level of education (21%) have to deal with business obligations outside working hours in a higher percentage compared to the women who have a lower level of education.

Women from Western Serbia in a significantly higher percentage (43%) compared to women from other regions fully agree with the statement that they do not deal with business obligations outside working hours.



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While 30% of surveyed men deal with business obligations outside working hours, the percentage of those (44%) who perform their work only during working hours is still larger.

Table 36 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	15	9	18	22	14	22	3	7	14	18	18	18	16	9
2	15	6	18	24	18	11	11	7	14	20	20	9	18	16
3	26	21	21	24	29	27	31	0	26	29	27	25	32	19
4	16	12	11	13	20	16	22	36	16	13	13	16	18	15
Completely agree	28	53	32	18	20	24	33	50	30	20	22	31	16	40
Total	100													

The largest percentage of men who do not deal with business obligations outside working hours is from the region of Western Serbia - 55%. On the other hand, 38% of men from Belgrade deal with business obligations outside working hours. It is noticeable that there is a difference in the level of education, so that men with elementary level of education (14%) are much less engaged in business obligations outside working hours compared to men with a higher level of education (38%).

Comparatively, the data are similar for both sexes, with a uniform trend that business obligations outside working hours are mostly dealt with by respondents with higher level of education, and when it comes to regions, the least by those from the region of Western Serbia.

“I go home at the same time almost every day”

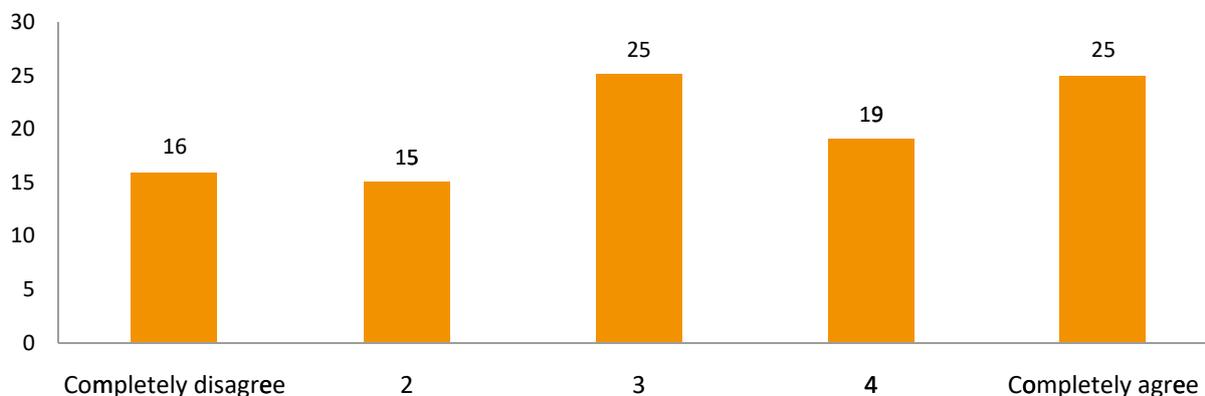
A quarter of women fully agree with the statement that they return from work at the same time every day. Every sixth woman does not agree with this statement at all (16%).

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Table 37 (women)		Age						Level of education				Region		
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	16	25	16	17	14	17	2	10	17	15	16	28	8	10
2	15	8	21	19	18	13	4	10	13	18	20	15	16	11
3	25	31	27	19	24	21	31	24	26	24	24	19	33	24
4	19	17	18	20	17	17	27	24	19	19	13	17	25	20
Completely agree	25	19	18	24	27	31	35	33	25	24	27	21	17	36
Total	100													

Women with elementary education (33%) agree with this statement in a higher percentage than women with a higher level of education.

Also, looking at the differences by regions, it may be noticed that the women from Western Serbia (36%) agree more with this statement than the women from other parts of Serbia.



A half of the men from Western Serbia always go home at the same time. As for other regions, 35% of men from Belgrade, 25% from Vojvodina and 21% from Southern and Eastern Serbia go home at the same time.

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Table 37 (men)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Completely disagree	24	24	36	25	24	24	14	29	26	19	27	30	29	12	
2	16	6	18	15	24	22	11	7	15	20	16	21	11	16	
3	27	35	18	25	20	24	42	21	28	27	22	24	39	22	
4	13	6	11	11	20	16	11	14	13	13	13	7	13	18	
Completely agree	20	29	18	24	14	14	22	29	18	22	22	18	8	31	
Total	100														

By comparison, there is a slightly higher percentage of women than men who go home at the same time every day, which also coincides with the data that flexible work arrangements are somewhat more accessible to women in this sample. Such data are potentially linked to societal notions of gender roles that are also reflected in business culture and practice.

“When I’m home, I think about work”

A total of 10% of women fully agree that when they are at home they think about work, while 23% of surveyed women do not agree with this statement at all.

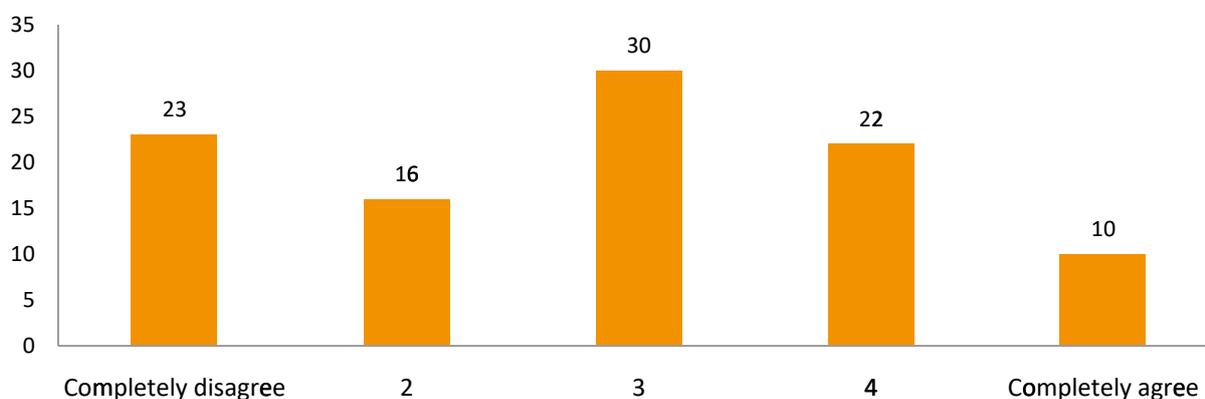
Table 38 (women)		Age						Level of education				Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia	
Completely disagree	23	29	19	12	22	23	44	62	22	19	21	32	12	24	
2	16	12	21	13	21	15	13	10	18	15	18	14	8	24	
3	30	33	33	29	24	29	31	14	32	28	20	20	44	34	
4	22	21	19	29	24	23	10	14	20	26	27	26	24	13	
Completely agree	10	6	8	17	9	10	2	0	9	12	15	8	11	6	
Total	100														

Women aged 30 to 39 completely agree with this statement in the highest percentage - 17%, while the women in the age group 60-65 (44%) do not agree at all, which can be linked to the phase in the career of the women and to creating conditions for finding a work-life balance. The largest percentage

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of women with elementary education do not agree at all with the statement that when they are at home, they think about work - 62%.

When it comes to differences by regions, it may be noticed that women from Belgrade (15%) and Southern and Eastern Serbia (11%) agree more with this statement compared to women from Vojvodina (8%) and Western Serbia (6%).



A total of 29% of men think about work when they are at home, but there is still a larger number of those who do not think about work when they are at home (37%).

Table 38 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	22	41	29	18	10	19	28	43	24	15	20	34	11	22
2	15	9	21	16	12	16	17	7	12	22	20	10	10	21
3	33	24	25	36	41	35	28	14	34	34	31	27	44	30
4	17	12	14	16	24	19	17	21	18	15	13	19	19	16
Completely agree	12	15	11	13	14	11	11	14	11	14	16	9	16	10
Total	100													

Men aged 40 to 49 think about work the most (38%). Looking at the regional differences, it may be noticed that as many as 44% of men from Southern and Eastern Serbia think about work and do not think about work when they are at home. When they are at home, 29% of men from Belgrade think about work, 28% of men from Vojvodina, 26% of men from Western Serbia and 35% of men from Southern and Eastern Serbia.

5. RESEARCH RESULTS

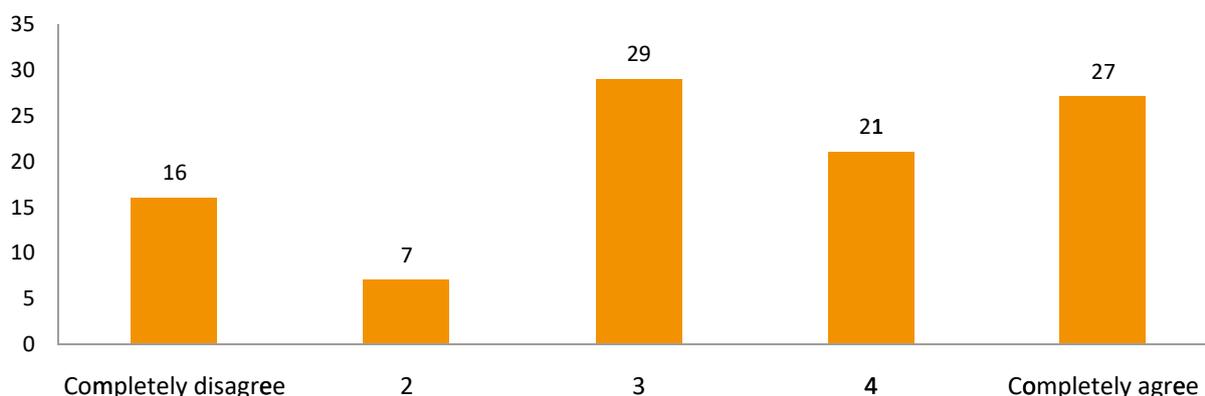
“I plan to keep this job in the near future”

With the statement “I plan to keep this job in the near future” 27% of women agree completely, while 16% do not agree with this statement at all.

Table 39 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	16	25	14	18	12	10	23	48	16	13	16	21	13	15
2	7	6	18	5	4	0	4	0	8	5	4	7	11	4
3	29	40	29	31	22	27	29	24	33	26	30	25	29	33
4	21	17	19	18	29	21	19	5	20	24	22	17	28	17
Completely agree	27	12	21	27	33	42	25	24	23	32	28	30	18	31
Total	100													

The highest percentage of women who fully agree with this statement is between the ages of 50 and 59 - 42%, and the lowest percentage is among women aged 18 to 24 - 12%. This result is conditioned by the change of dynamics on the labor market, business culture, as well as improved opportunities for mobility.

Women with elementary education (48%) in a higher percentage than women with higher education do not agree with this statement, which can be linked to the fact that such women in a slightly higher percentage are not satisfied with their personal income, but also to the type of work performed by women with elementary education or without education.



When it comes to work-related plans for the future, half of the men intend to keep the same job (49%), while a fifth plan to change jobs.

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Table 39 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	15	32	18	16	2	14	17	21	20	6	11	19	8	21
2	6	9	11	5	6	3	6	14	7	4	4	12	5	3
3	30	29	32	33	29	19	36	36	31	27	31	25	37	27
4	24	18	18	24	29	27	22	21	24	24	22	25	23	24
Completely agree	25	12	21	22	33	38	19	7	19	39	31	18	27	25
Total	100													

Men of different ages have different plans for job change. The data show that 30% of men under the age of 24 do not plan to change jobs, while the percentage increases with age, so about two thirds of men aged 40 to 59 do not plan to change jobs, but to keep the same job in the near future.

When comparing the data by gender, there is again a significant disproportion among respondents with an elementary level of education, namely 48% of women and 21% of men do not agree with this statement at all, which indicates a significantly greater dissatisfaction with jobs available to women at this level of education when compared to men.

“I would recommend my job to others”

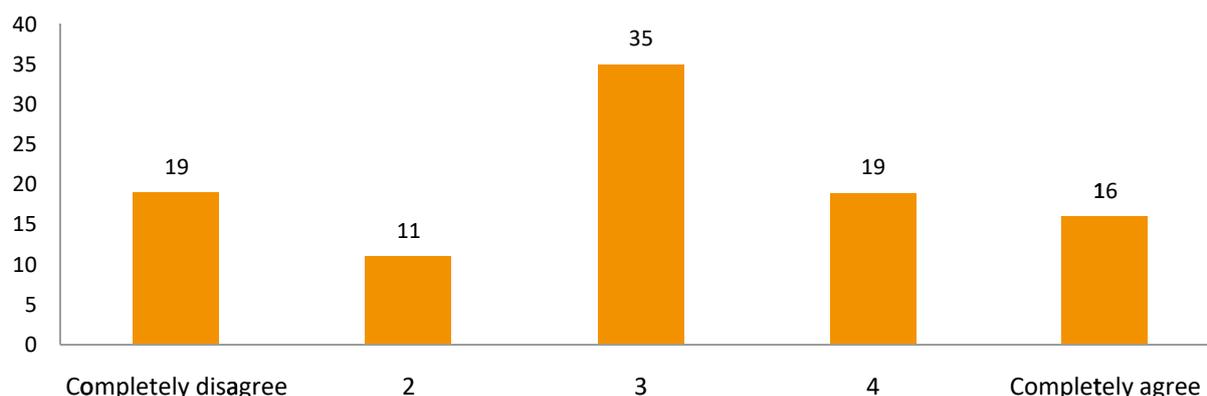
A total of 19% of women would not recommend their job to others at all, while 16% of women would fully recommend their job to others.

Table 40 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	19	23	15	17	14	15	33	67	19	13	11	31	19	12
2	11	12	15	13	13	6	2	10	11	11	16	7	10	12
3	35	44	34	34	35	31	35	14	40	33	39	29	39	36
4	19	12	25	16	18	29	17	5	19	21	17	16	23	20
Completely agree	16	10	11	19	21	19	13	5	11	23	17	17	8	21
Total	100													

5. RESEARCH RESULTS

When it comes to differences in the educational structure, it may be noticed that women who have a higher level of education (23%) are more willing to fully recommend their job to others, compared to women with secondary (11%) and elementary education or without education (5%).

Women from Vojvodina in a higher percentage (31%) do not agree with this statement at all compared to women from other regions, while the largest percentage of those who fully agree with this statement come from the region of Western Serbia - 21%.



One third of the surveyed men would recommend (34%) and would not recommend (33%) their job to others. We also notice differences in the level of education in relation to this question. Thus, men with a higher level of education (43%) are more likely to recommend their job to others compared to men with a lower level of education (28%). By comparing the attitude of the respondents by regions, it may be noticed that the men of Southern and Eastern Serbia (22%) would recommend their jobs the least.

Table 40 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	19	29	14	25	14	16	14	36	20	14	16	24	16	19
2	15	18	11	16	12	16	14	14	17	10	22	13	18	7
3	33	38	36	29	39	19	39	21	34	33	31	25	44	33
4	21	6	18	20	24	32	22	21	21	20	18	21	16	27
Completely agree	12	9	21	9	12	16	11	7	7	23	13	16	6	13
Total	100													

When comparing the data obtained for women and men, in this segment there is a significantly higher rate of dissatisfaction with their own jobs among women with an elementary level of education, compared to men from the same educational group, which can be linked to the types of jobs available to women with elementary education or without education. Also, such data could indicate

5. RESEARCH RESULTS

the appearance of a gender gap in salaries in this educational group, which needs to be further investigated.

“I don't mind being busy because I love my job”

A fifth of the women do not agree at all with the statement that they do not mind being busy because they love their job. Every ninth women fully agrees with this statement.

Table 41 (women)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	20	21	15	28	8	19	31	52	21	15	16	29	19	14
2	10	12	12	14	10	6	4	0	11	11	21	10	10	3
3	39	48	47	28	45	31	40	38	43	35	37	32	43	45
4	19	15	15	16	23	29	21	5	19	22	16	18	21	22
Completely agree	11	4	11	14	14	15	4	5	7	17	11	12	6	15
Total	100													

Women with higher education (17%) agree more with this statement than women with lower education (7% and 5%, respectively), which can be linked to the type of jobs available to people with elementary education.

When looking at the differences by regions, the women from Vojvodina stand out, who in a higher percentage (29%) than women from other regions in Serbia do not agree with this statement at all, while the largest percentage of women from Western Serbia agree with this statement - 15%.

Table 41 (men)		Age						Level of education			Region			
Answer	Total (%)	18-24	25-29	30-39	40-49	50-59	60-65	Elementary education	Secondary education	College and university education	Belgrade	Vojvodina	Southern and Eastern Serbia	Western Serbia
Completely disagree	16	35	18	18	6	8	14	36	17	10	9	22	15	15
2	12	9	11	13	8	16	14	21	14	6	13	12	16	6
3	39	35	46	35	45	27	44	29	40	38	53	37	40	28
4	22	9	14	20	33	30	17	7	21	25	18	18	19	30
Completely agree	12	12	11	15	8	19	11	7	9	20	7	10	10	21
Total	100													

5. RESEARCH RESULTS

One third of men (34%) agree with the statement “I don’t mind being busy because I love my job”, while 28% of men have the opposite opinion.

If the men are compared according to their level of education, certain differences may be noticed, so that men with a higher level of education (45%) do not mind being busy, while men with elementary level of education agree with the statement to a much lesser extent (14%).

As many as half of the men from the region of Western Serbia (51%) said that they do not mind being busy because they love their job. This is not the case in other regions, so 25% of men from the Belgrade region agree with the statement, and so do 28% of men from Vojvodina and 29% from Southern and Eastern Serbia.

By comparing the results according to gender, it may be noticed that women with a lower level of education in a lower percentage agree with this statement compared to men, as well as that men with higher level of education in a higher percentage agree with this statement compared to women from the same educational group. Such data can be linked to the issue of equal access to sought-after and quality jobs for women and men, i.e. segregation in the field of work.

6. FINAL CONSIDERATIONS

6. Final considerations

The research “Gender equality and work-life balance” was conducted to gather information and identify trends and tendencies in the dynamics of gender roles of men and women in Serbia in the context of imbalance between private and professional life, but also the opportunities to achieve balance, considering regional specificities. In addition, the research was conducted in the conditions of an unprecedented crisis in recent history caused by the Covid-19 pandemic, addressing a complex and multidimensional social phenomenon, with the aim of providing information and guidance for further activities to improve work-life balance for women and men. It is important to take into account that the pandemic inevitably had a certain impact on the responses of the respondents, so the final conclusions should be interpreted as a contribution to elucidating the dynamics and complexities of gender roles on one hand and business and family relationships on the other, which, by its’ nature, are extremely difficult to prove empirically and define scientifically, and therefore cannot independently be a source of concrete conclusions and recommendations.

The data obtained are largely complementary to the findings and recommendations from the Special Report on Discrimination in the Labor Market, published by the Commissioner at the end of 2019. In this regard, the recommendations given in the Special Report are still very relevant.⁴⁷ In this regard, we shall mention a few:

- Provide for appropriate measures in programs and plans at the national, provincial and local level, with the aim of promoting equality and raising the level of employability and maintaining employment, especially for vulnerable social groups, and preventing any form of direct or indirect discrimination in the labor market. Measures determined by programs and plans at the local level should be adjusted to the needs of women and men in those areas. Special attention should be paid to intersectoral and interdepartmental cooperation and to the review the achieved effects of implemented measures.
- All relevant actors and the representatives of social groups to which they refer should be involved in the creation of measures and the process of enactment and amendment of regulations, but also the experts with relevant experience in relevant fields, as well as those who will directly implement the regulations in practice, while observing the procedures and considering the effects of previously implemented measures and the implementation of previously applicable regulations. This should be taken into account especially when determining the measures that will prevent potential over-employment in the public sector. Urgently amend the existing regulations the implementation of which has a negative effect on the rights of certain social groups based on labor, such as the Law on Financial Support for Families with Children.
- Adopt a Strategy on Corporate Social Responsibility that includes the introduction of special measures to ensure that employers implement the principle of equal opportunities and non-discrimination against candidates in the employment process and employees at work, through internal and external mechanisms to combat and protect against discrimination, by introducing gender-balanced personnel policies, management of national, ethnic, religious, linguistic and other diversity, as well as special measures in relation to the shifted age limit for exercising the right to a pension, especially in terms of improving protection, safety and health at work. Provide for special measures that would contribute to social inclusion and prevent discrimination against members of vulnerable social groups.
- Implement measures to reduce gender disparities and existing patriarchal patterns of care for children and other family members while promoting equal sharing of responsibilities in relation

⁴⁷ *Discrimination in the Labor Market*, Commissioner for Protection of Equality, 2019, <http://ravnopravnost.gov.rs/wp-content/uploads/2020/01/diskriminacija-na-trzistu-rada-FINAL.pdf>

6. FINAL CONSIDERATIONS

to needs and opportunities, rather than the established and expected gender roles, in order to achieve gender equality in the labor market. Adopt a regulation on gender equality and prescribe the obligation of all public authorities and employers to implement internal mechanisms for combating and protecting against discrimination and implementing a gender-balanced personnel policy and gender responsive budgeting.

- Continuously undertake activities in order to encourage the greatest possible inclusion of women in the labor market, the development of women's entrepreneurship, achieving equality of salaries, women's participation in public authorities, in the jobs and other decision-making positions. Pay special attention to improving the position of women engaged in agriculture and women living in rural areas. Work on improving the coordinated and efficient operation of all institutions within the system in providing protection against domestic violence and other forms of gender-based violence.

Furthermore, the data show that childcare leave is still predominantly used by women, so it is necessary to conduct continuous promotional campaigns to increase the number of men who exercise this right, by changing the stereotypes in the society as a whole about the roles of mothers and fathers in childcare, especially at the earliest age, which would contribute to the potential for a more equal distribution of responsibilities but also to the opportunities.

In order to increase the participation of men in the use of childcare leave, it is necessary to introduce into the legal framework the non-transferable right of fathers to use a certain number of months of childcare leave, modeled on EU Directive 2019/1158⁴⁸ which stipulates a minimum of 2 months of parental leave that are not transferable from one parent to another.

Given that the results of the research show that the possibility of advancement at work is closely linked to the availability of preschools and other services to help care for children, it is necessary to provide a comprehensive access to preschool institutions and other child care services for the members of all categories of society in all the regions in the Republic of Serbia, including the creation of conditions for the abolition of the practice of giving priority to the children of employed parents.

It is necessary to create conditions for exercise of the right to flexible working hours, in the form of flexible working hours and work from home, as prescribed by the Labor Law of the Republic of Serbia, especially for parents with small children, bearing in mind that only a small number of employers allow their employees to enjoy this right.

The data from this research show that in cases where there is a high degree of intergenerational exchange in families, women report the highest degree of balance between private and professional life. It is necessary to further encourage and develop various modalities of intergenerational exchange and solidarity in the family and society, but also to point out the importance of the positive effects of this social value.

Also, bearing in mind that the support system for parents with young children in modern social circumstances is weakened by the fact that it is designed relying on the practice of intergenerational exchange and support at the family level, it is necessary to gradually adapt to new trends in family structure and provide various childcare services in forms adapted to modern social trends. This phenomenon in this sample is especially pronounced among the respondents from the region of Belgrade, while the respondents from the region of Western Serbia most often report a developed system of formal and informal support in childcare.

48 Directive (EU) 2019/1158, available at: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.L_.2019.188.01.0079.01.ENG

6. FINAL CONSIDERATIONS

It is necessary to conduct continuous promotional campaigns in order to gradually change the attitudes and perceptions about the roles of men and women in caring for children and elderly family members, as well as in performing unpaid household chores in favor of more equal distribution of work. This would result in a reduction in the burden that is still mostly borne by women and which is one of the causes of slower progress of women in professional life, as indicated by the data from this research that women in the age group 40+ had to give up business trips and professional training because of such chores.

The results indicated visible shifts in defining gender roles, which evidently results in a more balanced relationship in doing housework and caring for children, leaving women more room for professional development, personal development and free time.

Bearing in mind that, with the exception of the Belgrade region, the obtained data show that women in the Republic of Serbia are significantly less satisfied with their personal income, as well as with their personal income compared to their partners' income, but also that there is a certain degree of gender segregation in the field of labor, which is especially pronounced among respondents with elementary education or without education in this sample, it is necessary to ensure consistent application of the principle of equal pay for work of equal value and equal access to jobs for all social groups in accordance with the level of qualifications, without gender distinction.

The data indicate a gender imbalance in the field of education, which to a large extent results in a disproportionately higher representation of women in lower paid jobs, sectors or positions. The solution to this issue should be sought in the systematic removal of barriers and in the incentives for education and employment in the "traditionally male" sectors, as well as in the removal of stereotypical notions of "male and female occupations".

Given the importance of lifelong learning and training for opportunities for advancement in professional life, as well as the fact that twice the percentage of women (30%) than men (15%) in this study stated that they had to give up business travel or training due to family responsibilities, it is necessary to apply an intersectoral approach in developing public policies to achieve a work-life balance and public policies in the field of education and lifelong learning.

The results of the research showed a significant prevalence of discrimination in the employment process. Although it is considered that questions about marital and family status, as well as about family planning, are posed exclusively to women, the data show that the mentioned discriminatory phenomenon is also present in the process of employing men. Apart from the fact that the data confirm the claim that gender equality really concerns both men and women, it also indicates the need for more intensive and comprehensive activities of all social actors in order to combat discrimination in the field of work and employment.

It is necessary to promote and encourage a business culture that will enable flexible work arrangements and support the work-life balance for parents with young children as a long-term investment in employee satisfaction and loyalty, and thus in the improvement of business, and to make such behavior a common model of how the employers treat their employees at the society level.

The National Employment Action Plan should identify and prescribe measures and activities to improve access to and advancement in the labor market, including special temporary measures for women belonging to highly marginalized groups including young women, Roma women, women with disabilities and women in rural areas.

It is necessary to include the importance of public infrastructure in the concept of public policies to achieve a work-life balance, bearing in mind that the physical environment and social organization of

6. FINAL CONSIDERATIONS

public infrastructure, together with logistics and options for traveling to work, to preschool or school, play an important role in balancing between private and business life. This conclusion of this research is particularly pronounced among the respondents from Belgrade, having in mind that they mostly state that they spend over 60 hours a week in caring for children and that the week has not enough hours for everything they want to do.

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Appendix 1: Questionnaire

1. Age:

1. 18-24
2. 25-29
3. 30-39
4. 40-49
5. 50-59
6. 60-65

2. Level of education:

1. Elementary and no education
2. Secondary education
3. College and university education
4. Other _____ (doctoral studies, master studies, master specialist studies, etc.)

3. Region:

1. Belgrade region
2. Vojvodina region
3. Southern and Eastern Serbia region
4. Western Serbia region

4. What is your employment status?

1. Employed
2. Work outside employment (temporary and occasional work, work through an agency or cooperative, services contract, etc.)
3. Unemployed
4. Retired

5. Length of employment?

1. Up to one year
2. 2-5 years
3. 6-10 years
4. 11-20 years
5. More than 20 years

6. What position do you hold in your work organization?

1. Direct executor
2. Manager with less than 10 subordinates
3. Manager with 10 or more subordinates
4. CEO, director, member of administrative and supervisory bodies
5. Other: _____

7. How many employees work in your work organization?

1. Up to 10 employees
2. 11-50 employees
3. 51-250 employees
4. More than 250 employees

APPENDIX 1: QUESTIONNAIRE

8. Who is the employer for whom you are working now?

1. Country
2. Private company
3. Company in mixed ownership
4. Self-employed
5. Other_____

9. What is your current marital status?

1. Not married
2. Married
3. Common-law marriage
4. Divorced
5. Widowed
6. Other: _____

10. Do you have children?

1. Yes
2. No (move to question 13)

10.1. As a parent, did you exercise your right to parental leave to take care of your child?

1. Yes
2. No
3. Other_____

10.2. How much time do you spend caring for children on a weekly basis?

1. Up to 10 hours
2. 10-30 hours
3. 31-60 hours
4. More than 60 hours

10.3. Who helps you and your partner around children? (If the children are older, describe the activities when they were little)

1. Grandparents
2. A person I pay
3. No one helps us
4. Other:_____

10.4. Are the services of preschool institutions available to you? (If the children are older, describe the activities when they were little)

1. Yes
2. No

10.5. Have you had any career consequences due to childcare?

1. Termination of employment
2. Change of job
3. Part-time work
4. Giving up on the desired career
5. Compulsion to find additional sources of income
6. Work under stress
7. No consequences
8. Other:_____

APPENDIX 1: QUESTIONNAIRE

11. Does your personal income meet your needs?

1. Yes, completely
2. No, I lack a little
3. No, I lack a lot
4. Not at all

12. How do you evaluate your personal income in relation to your partner's income?

1. Very unsatisfactory
2. Unsatisfactory
3. Neither satisfactory nor unsatisfactory
4. Satisfactory
5. Very satisfactory
6. I cannot evaluate
7. I have no partner

13. How much time do you spend doing routine household chores per day? (ironing, cleaning, washing, cooking, grocery shopping, tidying up, caring for a pet, etc.)

1. Up to one hour
2. One hour
3. 2 to 3 hours
4. 5 to 6 hours
5. All day long
6. Other: _____

14. Who makes sure that the routine household chores are done?

1. Only me
2. Mostly me, with the help of my partner
3. Equally
4. Mostly partner, with my help
5. Only my partner
6. Other: _____

15. How much time do you spend doing occasional housework on a monthly basis? (paying bills, doing small chores outside the house, garden maintenance, car maintenance, minor home repairs, etc.)

1. Up to 3 hours
2. 4 to 10 hours
3. 11 to 30 hours
4. More than 30 hours
5. Other: _____

16. Who makes sure that the occasional housework is done?

1. Only me
2. Mostly me, with the help of my partner
3. Equally
4. Mostly partner, with my help
5. Only my partner
6. Other: _____

APPENDIX 1: QUESTIONNAIRE

17. Do you tend to an elderly or seriously ill family member?

1. Yes, almost every day
2. Yes, several times a week
3. Yes, several times a month
4. Yes, once a month or less often
5. No

18. Have you been asked about your marital or family status in the recruitment/promotion process?

1. Yes
2. No

19. What questions relating to your marital and family status were you asked in the process of recruitment/promotion at work?

20. Were you provided with flexible employment conditions in the form of:

1. Absence from work due to family emergency
2. Flexible working hours
3. Transition from full-time to part-time work
4. Inability to work from home
5. Other: _____

21. To what extent can you create work-life balance?

1. To a large extent
2. Partially
3. To a smaller extent
4. Not at all
5. I don't know

22. Have you thought about changing jobs in the last year?

1. Yes
2. No
3. I don't know/I'm not sure

23. Do you think you could have achieved more in business aspect of your life?

1. Yes, but I am not sorry
2. Yes, and I regret it
3. No
4. No answer

24. Professional life consequences

- | | | |
|--|-----|----|
| 24.1. Have you ever had to give up a business trip or professional training due to family obligations? | Yes | No |
| 24.2. Have you ever received a lower salary due to the inability to perform all work obligations? | Yes | No |
| 24.3. Have you ever refused to advance at work because of family obligations? | Yes | No |
| 24.4. Have you ever experienced a conflict with your employer or with your colleagues over family obligations? | Yes | No |

APPENDIX 1: QUESTIONNAIRE

- 25. To what extent do you feel the consequences of the imbalance of family and business obligations (lack of time for yourself, insomnia and stress) from 1 to 5, where 1 stands for I do not feel the consequences at all, and 5 stands for I feel the consequences to a large extent Write the number: _____**
- 26. How would you assess the balance between your family and business obligations, responsibilities and privileges?**
- 1. Very good balance
 - 2. Professional life suffers in favor of family obligations
 - 3. Private life suffers in favor of professional obligations
 - 4. Very poor balance
- 27. Do you think that women are more likely to face negative consequences for their professional life due to the inability to find work-life balance?**
- 1. Completely agree
 - 2. I partially agree
 - 3. I partially disagree
 - 4. I disagree
- 28. Rate the following statements from 1 to 5, where 1 stands for I strongly disagree and 5 stands for I completely agree**
- | | | | | | |
|---|---|---|---|---|---|
| I am satisfied with the amount of time I spend with my family | 1 | 2 | 3 | 4 | 5 |
| My job has priority over my family and social life | 1 | 2 | 3 | 4 | 5 |
| I feel overwhelmed by the amount of work at work | 1 | 2 | 3 | 4 | 5 |
| Sunday has not enough hours for everything I want to do | 1 | 2 | 3 | 4 | 5 |
| I don't do business outside of business hours | 1 | 2 | 3 | 4 | 5 |
| I go home at the same time almost every day | 1 | 2 | 3 | 4 | 5 |
| When I'm home, I think about work | 1 | 2 | 3 | 4 | 5 |
| I plan to keep this job in the near future | 1 | 2 | 3 | 4 | 5 |
| I would recommend my job to others | 1 | 2 | 3 | 4 | 5 |
| I don't mind being busy because I love my job | 1 | 2 | 3 | 4 | 5 |

THANK YOU FOR FILLING IN THE QUESTIONNAIRE

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